

TENTH ANNUAL
Convention Call
MASSACHUSETTS
STATE LABOR COUNCIL
AFL-CIO



October 3, 4, 5, 6, 1967

BRADFORD HOTEL
Boston, Massachusetts

OFFICE HEADQUARTERS

6 Beacon Street

Suite 720

Boston, Mass. 02108

TO ALL AFFILIATED UNIONS

Boston, Mass., August 1, 1967

GREETINGS:

The Tenth Annual Convention of the Massachusetts State Labor Council will convene on Tuesday, October 3rd, 1967 at 10:00 a.m. in the Main Ballroom of the Hotel Bradford, Boston, Massachusetts. The Convention will remain in session October 3rd, 4th, 5th and 6th until the business of the Convention is completed. Arrangements have been made for a night session, if necessary, on Friday, October 6th.

This is the first Constitutional Convention since 1965 at which officers are to be elected and it is therefore essential that every affiliated union and central labor body make every effort to send full delegations.

It is important to the entire AFL-CIO membership in Massachusetts that their State Labor Council remain a strong voice in the civic and legislative affairs of the Commonwealth, particularly in view of the gaps opened by the sluggishness of the pace at which Great Society measures passed by the 89th Congress are being implemented at the state level.

We must remember also that the Executive Council elected by the Tenth Annual Convention will face the tremendous task next year of striving for greater liberal gains at the polls in a presidential election.

The Executive Officers of this Council look forward to and hope to realize the registration of full quotas of delegates from all affiliates at this Convention.

REPRESENTATION

Article IV, Section 4:

Representation to the Convention shall be determined on the basis of the average monthly membership on which per capita payments of the affiliate were made for the twelve (12) month period ending with the month prior to the issuance of the Convention Call. The schedule of representation shall be as follows:

(a) Local unions, one delegate for the first 200 members or less, and one additional delegate for each additional 200 or major fraction thereof.

(b) Local central bodies — entitled to two delegates.

Section 6. The votes of an organization shall be divided among the delegates from that organization as nearly equal as possible without fractional votes, and the local union shall record such allocation on the credential blank in the space provided. Under no circumstances shall a delegate be permitted less than one (1) vote nor more than six hundred (600) votes.

Section 10. (a) *To be eligible for appointment to Convention Committees*, credentials must be returned to the Secretary-Treasurer at least fifteen (15) days *prior* to the opening of the convention.

As adopted at the 1965 Convention: Each credential shall be accompanied by a \$7.00 (seven dollar) registration fee for *each* delegate — made payable to “Mass. State Labor Council, AFL-CIO.” (This will be used to defray the costs of a banquet and other activities planned for delegates.)

Section 11. Each affiliate may designate alternate delegates. The alternate delegate shall become the regular delegate in case the regular delegate is unable to serve, but *only* by registration with the Credentials Committee.

Delegates should be elected as soon as possible and the original credential forwarded to Secretary-Treasurer James P. Loughlin, 6 Beacon Street, Suite 720, Boston, Massachusetts 02108 in sufficient time to ensure delegates' appointments to Convention Committees.

YOUR UNION IS ENTITLED TO 2 DELEGATES.

ELIGIBILITY

Article IV, Section 5:

(a) Local unions in existence less than ninety (90) days prior to the end of the Council's fiscal year (June 30th) must pay per capita tax for at least sixty (60) days prior to the end of the Council's fiscal year (June 30th) and must be in good standing at the date of the Convention to be eligible for representation at the Convention.

(c) Other newly affiliated locals must pay at least three (3) months per capita tax prior to the Convention and must be in good standing at the date of the Convention to be eligible for representation at the Convention.

(d) Suspended or withdrawn locals must pay per capita tax for at least three (3) months prior to the end of the Council's fiscal year (June 30th) and must be in good standing at the date of the Convention to be eligible for representation at the Convention.

Section 8. No affiliate, which at the opening date of the Convention, is in arrears to the Council for per capita tax for three (3) months or more, shall be entitled to recognition or representation in the Convention. (This means per capita tax must be paid *for July, 1967.*)

Section 9. No affiliate that has been suspended or expelled by the AFL-CIO, or by any national or international union affiliated with the AFL-CIO shall, while under such penalty, be allowed representation or recognition in the Convention.

Section 10. No person shall be eligible to serve as a delegate unless he is a member in good standing of a local union affiliated with the Council. (Delegates representing central labor councils *must be members of a local union affiliated with the Massachusetts State Labor Council.*)

RESOLUTIONS

Article IV:

Section 7. (a) Resolutions and proposed constitutional amendments shall be submitted to the Secretary-Treasurer no later than thirty (30) days prior (namely, by August 31, 1967) to the opening date of the Convention. The resolutions and proposed constitutional amendments shall be submitted in writing, in triplicate, and must bear the signature of an affiliated union in good standing or an accredited delegate to the Convention. All resolutions and amendments to the Constitution must be referred to the proper convention committee before being submitted to the Convention.

Section 7. (b) Resolutions and proposed constitutional amendments received or submitted *after* the time stipulated above, shall be referred to the Convention with the understanding that consideration of such resolutions and proposed constitutional amendments is dependent upon three-quarters ($\frac{3}{4}$) consent of the Convention delegates.

Please note carefully this procedure on introducing resolutions. *Three copies* of all resolutions must be sent to Secretary-Treasurer James P. Loughlin, 6 Beacon Street, Suite 720, Boston, Massachusetts 02108, *30 days* prior to the opening of the Convention. (Namely, by August 31, 1967.)

NOMINATIONS AND ELECTIONS

Article IV, Section 13:

Nominations for officers and Executive Council members shall be held at the opening of the Wednesday afternoon session and the election shall commence Friday morning at the time and place designated by the Election Committee. Commencing with the election in October 1965, Officers and Executive Council members will be elected for a two (2) year term and nominations and elections for Officers and Executive Council members will be held every two (2) years.

Section 12. A roll call vote may be had on a motion supported by twenty-five per cent (25%) of the delegates present at the Convention. On a roll call, votes shall be cast in accordance with Section 6 of this Article. No delegate shall be entitled to cast more votes than certified on his credential. Delegates from organizations other than local unions shall be entitled to not more than one (1) vote each. Local unions affiliated on the minimum basis shall be entitled to vote their actual membership.

HOTEL RATES

BRADFORD HOTEL

(Headquarters)

275 Tremont Street, Boston

Single Room \$10.00 to \$12.50
Double Room ... 16.00 to 16.50
Twin Bedroom .. 16.00 to 16.50

STATLER-HILTON HOTEL

Park Square, Boston

Single Room \$12.00 to \$19.00
Double Room ... 18.00 to 22.00
Twin Bedroom .. 19.00 to 31.00

PARKER HOUSE

Tremont Street, Boston

Single Room \$ 9.25 to \$17.00
Double Room ... 16.00 to 21.00
Twin Bedroom .. 17.00 to 26.00

HOTEL ESSEX

695 Atlantic Avenue, Boston

Single Room \$10.50 to \$11.50
Double Room ... 16.00
Twin Bedroom .. 17.50

SHERATON-BOSTON HOTEL

39 Dalton Street, Boston

Single Room \$12.50 to \$21.50
Double Room ... 20.00 to 27.00
Twin Bedroom .. 20.00 to 27.00

SOMERSET HOTEL

400 Commonwealth Ave., Boston

Single Room \$13.00 to \$18.00
Double Room ... 18.50 to 24.50
Twin Bedroom .. 18.50 to 24.50

SHERATON PLAZA HOTEL

Copley Square, Boston

Single Room \$14.00 to \$17.00
Double Room ... 19.50 to 22.50
Twin Bedroom .. 19.50 to 22.50

HOTEL MADISON

North Station, Boston

Single Room \$ 9.00 to \$12.00
Double Room ... 14.00 to 17.00
Twin Bedroom .. 16.00 to 19.00

For hotel reservations delegates should communicate directly with the hotel of their choice. If a room at the rate requested is unavailable, one at the nearest available rate will be reserved. We regret that no hotel reservations can be made through the State Labor Council Office. Delegates are urged to make their hotel reservations early and thereby avoid last minute delays and disappointments. Enclosed is a Bradford Hotel (Convention Headquarters) reservation card for your convenience.

Fraternally yours,


President


Secretary-Treasurer

EXECUTIVE VICE PRESIDENTS

DANIEL F. MURRAY

JOSEPH A. SULLIVAN

VICE-PRESIDENTS

ARTHUR ANCTIL
FRANK R. ANDERSON
THOMAS BINNALL
**JOHN J. BRODERICK
EDWARD C. BRUNELLE
ELDRIDGE W. BUFFUM
**GEORGE E. CARIGNAN
ROSE CLAFFEY
JAMES J. CORDOVA

*JOHN E. DEADY
VINCENT DI NUNNO
*EDWARD F. DOOLAN
JOSEPH H. HARDIMAN
HENRY J. KHOURY
JAMES B. LAVIN
ALBERT F. LITANO
NEIL MACKENZIE
DANIEL F. MADDEN

JAMES R. MCCARTHY
JOSEPH D. McLAUGHLIN
EDWARD McMAHON
DAVID P. McSWEENEY
JAMES F. MULLONEY
JAMES E. MURPHY
HELEN T. O'DONNELL
ALFRED OLERIO
RALPH A. ROBERTS

THOMAS J. RUSH
JOSEPH STEFANI
ANTONIO SVIZZERO
JOSEPH F. SWEENEY
RALPH VALENTINO
EDWARD WALL

* Deceased

** Elected January 19, 1967

MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO
BRADFORD HOTEL, BOSTON, MASSACHUSETTS
OCTOBER 3 - 6, 1967

P R O G R A M

10TH ANNUAL CONVENTION

TUESDAY, OCTOBER 3rd (Morning Session)

- Convention Opens, Grand Ballroom, Bradford Hotel, 10:00 a.m.
Call to Order by Valentine P. Murphy, President, Greater Boston Labor Council
10:45 a.m. National Anthem - Matt Riley
11:00 a.m. Invocation - Reverend Mortimer H. Gavin, S.J., Dir., Inst. of Ind. Relations
11:15 a.m. Greetings of the City of Boston - Mayor John F. Collins
Introduction of Permanent Chairman, President Salvatore Camello
11:35 a.m. Commissioner Rocco Alberto, Department of Labor and Industries
Report of Rules Committee
Committee Assignments
12:00 noon Convention Call - James P. Loughlin, Secretary-Treasurer

(Afternoon Session 2:00 p.m. - 4:30 p.m.)

- 2:00 p.m. Call to Order
✓ 2:30 p.m. Franklin J. Murphy, Director, Region I AFL-CIO
✓ 2:45 p.m. Professor Ben B. Seligman, Dir., Labor Relations and Research Center,
University of Massachusetts
✓ 3:00 p.m. Speaker John F. X. Davoren, Massachusetts House of Representatives
✓ 3:30 p.m. Thomas Policastro, President, New England AFL-CIO Council
✓ 3:45 p.m. Michael Harrington, State Division of Housing
Report of Committees
4:30 p.m. Adjournment

WEDNESDAY, OCTOBER 4th (Morning Session)

- 10:00 a.m. Invocation - Rabbi Joseph S. Shubow, Temple Bnai Moshe
Report of Committees
✓ 10:30 a.m. His Excellency John A. Volpe, Governor of the Commonwealth of Mass.
✓ 11:00 a.m. Kenneth J. Kelley, Deputy Director, Labor Affairs, Agency for
International Development
✓ 11:30 a.m. President Maurice A. Donahue, Massachusetts State Senate
✓ 11:50 a.m. Sol C. Chaikin, Assoc. Director, Northeast Dept. ILGWU AFL-CIO

(Afternoon Session 2:00 p.m. - 4:30 p.m.)

- 2:00 p.m. Nomination of Officers
✓ 3:00 p.m. Alexander Barkan, COPE Director, National AFL-CIO
✓ 3:30 p.m. J. William Belanger, Director, Division of Employment Security
Report of Committees
4:30 p.m. Adjournment
8:00 p.m. Convention Dance - Empire Room - Bradford Hotel


THURSDAY, OCTOBER 5th (Morning Session)

- 10:00 a.m. Invocation - George O. Ekwall, Archdeacon, Episcopal Diocese of Mass.
10:30 a.m. United States Senator Edward M. Kennedy
✓ 11:00 a.m. Joseph Salerno, N. E. Regional Director, Amal. Clothing Workers of Amer.
Report of Committees

(Afternoon Session 2:00 p.m. - 4:15 p.m.)

- 2:00 p.m. Scholarship Awards
3:00 p.m. Presentation to Commissioner Thomas W. Bowe
✓ 3:15 p.m. William E. Pollard, Staff Representative, Dept. of Civil Rights, AFL-CIO
Report of Committees
Adjournment
7:00 p.m. Convention Banquet - Grand Ballroom

(cont.)



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FRIDAY, OCTOBER 6th (Morning Session) -- 7:30 a.m. - 12 noon VOTING - EMPIRE ROOM

10:00 a.m. Report of Committees

11:00 a.m. Robert Wiseman, Representative, ACWA Union Label Department

11:30 a.m. Joseph Tobin, Vice President, Union Labor Life Insurance Company

11:50 a.m. Francis Coyle, Staff Rep., AFL-CIO Community Services Activities

(Afternoon Session 2:00 p.m.)

2:00 p.m. Report of Resolutions Committee and other Committees

Election Committee Report

Union Label Exhibit Drawing

Adjournment

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RESOLUTIONS COMMITTEE, Conference Room

(Time and room of other committee meetings will be announced
from the platform)

UNION LABEL EXHIBIT DRAWING - Tickets may be purchased during the
entire Convention at the Union Label Exhibit. Top Award:
Color T.V. courtesy of Boston Edison Company.

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RESOLUTION NO. 59

RESCINDING RULE 10 OF NATIONAL AFL-CIO RULES
GOVERNING STATE CENTRAL BODIES

Whereas, this Tenth Annual Convention of the Massachusetts State Labor Council, AFL-CIO, has complied with Rule 10 of Voting Procedures and Rules applying to State and other central labor bodies adopted by the National AFL-CIO Executive Council in September of 1965, and

Whereas, the officers of the Massachusetts State Labor Council are of the opinion that subsection (b) of Rule 10 violates the concept of free democracy by cancelling the principle of the secret ballot in elections conducted by representatives of free trade unions, and

Whereas, compliance with Rule 10 by this Convention was without choice, as the rules adopted by the National AFL-CIO Executive Council two years ago made it mandatory, and

Whereas, the officers of the Massachusetts State Labor Council are convinced that the consensus among all AFL-CIO members throughout the country would be overwhelmingly in opposition to the application of said Rule 10 in elections conducted by State and central labor bodies: Therefore be it

Resolved, That a letter be sent to the National AFL-CIO Executive Council to urge reconsideration of their previous action of voting procedures and that steps be taken immediately for the abrogation of Rule 10: and be it further

Resolved, That delegates to the National AFL-CIO Convention from this Council be instructed to bring this matter to the floor of the Convention and to work for a return to the secret ballot in State and other central labor bodies elections.

Submitted by: Executive Council of the Massachusetts
State Labor Council, AFL-CIO
(Adopted by the Convention, Oct. 3-6, 1967)

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RESOLUTIONS SUBMITTED TO 1967 CONVENTION

<u>NUMBER</u>		<u>ACTION TAKEN</u>
1A	The Red Sox	Adopted
1	National Strike Fund	Adopted
2	Unemployment Insurance	Adopted
3	Organizing the Unorganized	Adopted
4	Unemployment Benefits in a Labor Dispute	Adopted
5	Labor Program for Legislation	Adopted
6	Situs Picketing	Adopted
7	Improved Unemployment Compensation	Adopted
8	Protection of Claims for Wage Earners	Adopted
9	Cope	Adopted
10	35 Hour Week	Adopted
11	Extremism	Adopted
12	War on Poverty	Adopted
13	The Middle East	Referred to incoming Executive Council
14	Soviet Anti-Semitism	Adopted
15	Civil Rights	Adopted
16	Graduated Income Tax	Adopted
17	Strengthening the Sunday Laws	Referred to incoming Executive Council
18	Protection of Migrant Workers	Referred to incoming Executive Council
19	Union Label Show	Referred to incoming Executive Council
20	Support of Union Insurance	Referred to incoming Executive Council
21	Support for Union Shop Cards in Retail Food Stores	Referred to incoming Executive Council
22	Expediting Payments Under Workmen's Compensation Law	Referred to incoming Executive Council
23	Increasing Benefits for Disabled Workers	Referred to incoming Executive Council
24	Creation of Special Payment Fund Under Workmen's Compensation Compensation	Referred to incoming Executive Council
25	Constitutional Amendment Change in Voting Strength at Conventions	Non concurrence
26	Labelling of Foreign Imports	Referred to incoming Executive Council
27	Anti-Union Tactics of Southern Textile Corporations	Referred to incoming Executive Council
28	Patronizing Union Food Stores	Referred to incoming Executive Council
29	The Voice of Protest	Referred to incoming Executive Council
30	International Human Rights Treaties	Referred to incoming Executive Council
31	Elimination of Self-Insurance Under Workmen's Compensation Act	Referred to incoming Executive Council
32	Federal Workmen's Compensation Law	Referred to Incoming Executive Council
33	Coverage of Mechanical Aids under Workmen's Compensation	Referred to Incoming Executive Council
34	Elimination of Substandard Wages for Trainees	Referred to Incoming Executive Council
35	Help for the Cities	Referred to Incoming Executive Council

LEGISLATION INTRODUCED TO THE CONGRESS

Bill Number	Bill Title	Committee
1	The War Relocation Authority Act	War Relocation Authority
2	War Relocation Authority Act	War Relocation Authority
3	War Relocation Authority Act	War Relocation Authority
4	War Relocation Authority Act	War Relocation Authority
5	War Relocation Authority Act	War Relocation Authority
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32	War Relocation Authority Act	War Relocation Authority
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34	War Relocation Authority Act	War Relocation Authority
35	War Relocation Authority Act	War Relocation Authority

36.	Consumer Boycott	Referred to Incoming Executive Council
37.	Social Security	Referred to Incoming Executive Council
38.	Revitalize Our Nation's Maritime Policy	Referred to Incoming Executive Council
39.	Support for H.R. 12280	Referred to Incoming Executive Council
40.	Support of O.E.O.	Referred to Incoming Executive Council
41.	Constitutional Amendment	Adopted
	Meetings for Standing Committees	
42.	Constitutional Amendment	
	Voting Procedure	Adopted
43.	Juvenile Delinquency and Youth Crime	Referred to Incoming Executive Council
44.	Commending the Staff Directors	Referred to Incoming Executive Council
45.	Jury Duty	Referred to Incoming Executive Council
46.	Tucson Newspaper Strike	Referred to Incoming Executive Council
47.	Reaffirmation of Support for the Public School System	Referred to Incoming Executive Council
48.	Meals Tax Clarification	Referred to Incoming Executive Council
49.	Constitutional Amendment - Increase in Per Capita	Withdrawn
50.	Registration of Chefs and Cooks	Referred to Incoming Executive Council
51.	Unemployment Compensation Coverage for Non-Profit Institutions	Referred to Incoming Executive Council
52.	Elections for Representation for Non-Profit Institutions	Referred to Incoming Executive Council
53.	Protection for Women Employees	Referred to Incoming Executive Council
54.	Support for President Johnson's Program of Federal Aid to Education	Referred to Incoming Executive Council
55.	Support of the Union Labor Life Insurance Company	Referred to Incoming Executive Council
56.	Agricultural Labor	Referred to Incoming Executive Council
57.	Commendation of Joseph Cass & Congratulations	Adopted
58.	Establishment of Labor's Speaker Bureau	Referred to Incoming Executive Council
59.	Resinding Rule 10 of National AFL-CIO	unanimously adopted
60.	Affiliation with Union Label Council	Adopted
61.	Labor Protection of South Shore Extension	Referred to Incoming Executive Council
62.	Support of United Auto Workers Strike Against Ford	Adopted
63.	Protection of Labor Standards on South Shore Extension	Referred to Incoming Executive Board
64.	Petition for Congress on Jobs, Housing and Education	Referred to Incoming Executive Board
65.	Legal Holidays to be Celebrated on Monday	Referred to Incoming Executive Board
66.	Election Day, A Legal Holiday	Referred to Incoming Executive Board
67.	Prohibiting Monitoring of Employees	Referred to Incoming Executive Board

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| 68. | Support for Stadium | Adopted |
| 69. | Employment Security Law | Referred to Incoming |
| | | Executive Board |
| 70. | Statutory Rights for Non-Profit Employees | Referred to Incoming |
| | | Executive Board |
| 71. | Use of Convict Strikebreakers | Referred to Incoming |
| | | Executive Board |

Accepted
Related to Insurance
Executive Board
Related to Insurance
Executive Board
Related to Insurance
Executive Board

Support for Insurance
Executive Board

Executive Board for Non-Profit Employees

Use of Executive Board

1.00
1.00
1.00
1.00
1.00
1.00



MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

11 BEACON STREET, (Rooms 1224-1231) • BOSTON, MASSACHUSETTS, 02108

September 29, 1967

FOR RELEASE SUNDAY, OCTOBER 1st, A.M. AND P.M. PAPERS

More than 1,200 delegates are expected to attend the 10th Annual Convention of the Massachusetts State Labor Council at the Bradford Hotel in Boston from October 3-6 according to an announcement made by Secretary-Treasurer James P. Loughlin and President Salvatore Camelio of the State Labor Council.

Political leaders, government officials, and labor leaders will be among the key speakers of the annual labor conclave.

The Honorable William T. Bundy, Asst. U. S. Secretary East Asian and Pacific Affairs, United States Senator Edward M. Kennedy, Governor John A. Volpe, State Senate President Maurice A. Donahue, and Speaker John F. X. Davoren are among the political speakers scheduled to address the labor convention.

Alexander Barkan, COPE Director, National AFL-CIO; William E. Pollard, Staff Representative, Dept. of Civil Rights, AFL-CIO; Joseph Salerno, New England Regional Director, Amalgamated Clothing Workers of America; Thomas Policastro, President of the New England AFL-CIO Council and Franklin Murphy, Director, Region I of the AFL-CIO will be among the key labor speakers scheduled to appear at the meeting.

Government officials who will speaker to the 1,200 delegates include Kenneth J. Kelley, Deputy Director, Labor Affairs, AID; J. William Belanger, Director, Division of Employment Security, Rocco Alberto, Commissioner, Department of Labor and Industries and Michael Harrington, State Division of Housing.

Other speakers include Mayor John F. Collins; Professor Ben B. Seligman, Labor Relations and Research Center, University of Massachusetts; Sol C. Chaikin, Assoc. Dir., Northeast Dept. ILGWU; Robert Wiseman, ACWA Union Label Dept.; Joseph Tobin, Vice Pres., Union Labor Life Insurance Company and Francis Coyle, Staff Representative, AFL-CIO Community Services Activities.

FOR 35

Page 2

Among the other highlights of the Convention will be an election of officers for a two-year term consisting of President, Secretary-Treasurer, two Executive Vice Presidents and thirty-one Vice Presidents. In addition a legislative program for presentation to the 1968 Legislature will also be adopted at the Convention. The Convention Call will be made by the Secretary-Treasurer, James P. Loughlin, Tuesday, October 3rd, at 12 noon. The permanent Chairman of the Convention will be Salvatore Camelio, President. Nomination of officers will be held on Wednesday afternoon and the election will take place on Friday morning.

(Full program with the details of the Convention is enclosed)

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NEWS RELEASE

from OFFICE OF ATTORNEY GENERAL

FOR IMMEDIATE RELEASE
FRIDAY, OCTOBER 6, 1967

Attorney General Elliot L. Richardson today called upon members of the state's largest labor organization to join with his office in "a campaign against those who would cheat and defraud the buying public."

Speaking to the annual convention of the Massachusetts State Labor Council, AFL-CIO, Richardson said, "An informed consumer is a safe consumer."

"Every wage earner is entitled to a dollar's worth of value for every dollar he spends," said the Attorney General, "and it is the intention of my Department to do all it can within the law to see that he gets it."

Richardson urged the Council to initiate programs to inform its members about the workings of the Retail Installment Sales Act and federal and state "truth-in-lending" laws.

And, he urged members of the Council to contact the Consumer Protection Division of the Department of the Attorney General when they encounter deceptive or questionable sales practices.

"Our Consumer Protection Division," said Richardson has already been active in bringing the legal weapons of the injunction and public exposure to bear on those who attempt to deceive the public, and welcomes the assistance of the buying public in calling other deceptive practices to its attention."

The Attorney General reported that his office had recently moved against a firm which represented itself as being connected with police and fire organizations to sell advertising in its publications, and said that during the summer the office had acted in cooperation with the Massachusetts State Labor Council to prevent the same firm from

using the name "AFL-CIO" in soliciting advertising.

Richardson told the convention that his office was also taking action under the anti-trust laws against book publishers and wholesalers involved in a price-fixing conspiracy, and that it had taken action to enjoin a swimming pool company from using deceptive advertising.

"There was only one purpose behind all of these moves," said Richardson, "the protection of the wage-earning public."

In addition, said Richardson, his office is cooperating with House Speaker John Davoren, the Massachusetts Consumers Council, the Greater Boston Chamber of Commerce and the Greater Boston Better Business Bureau and other consumer-oriented groups in seeking passage of Senate 1409, a bill to create a "baby ^{Federal} ~~Fair~~ Trade Commission" in Massachusetts.

"This is an important piece of legislation," the Attorney General said, "for it will enable us to deal with problems and practices for which the law now provides no remedy."

"Your support for this bill," he told members of the Council, "will go a long way toward helping us to provide increased protection to the consumers of Massachusetts."

being the same "policy" in substance.

Alston told the convention that his office was also aware of the fact that the first-time law firm had previously had some-
thing involved in a police-licensed company, and that it had been
seen to receive a substantial pool company from being destroyed and

nothing

"There are only two purposes behind all of these moves," said

Alston, "the protection of the wage-earning public."

In addition, said Alston, his office is co-operating with

some people from Denver, the International Commerce Council,

the General Board of Directors of Commerce and the General Board of

Business to see and other commercial-licensed people in making progress

of 1940, a bill to create a "Daily News Trade Commission" in

Massachusetts.

"This is an important piece of legislation," the Attorney General

said, "and it will enable us to deal with problems and practices

not which are now provided no remedy."

"You suggest for this bill," he said, "the removal of the Council,

"and as a long way toward helping us to receive increased protection

to the commerce of Massachusetts."

Address by Joseph Salerno, New England Director, Amalgamated Clothing Workers of America, AFL-CIO, at the Mass. State Labor Council Convention held at the Bradford Hotel in Boston, Mass.

RELEASE: THURSDAY
OCT. 5, 1967

AT: 11 A.M.

The billions of dollars being "wasted" in the Vietnam war should be spent to rescue our cities from pollution, poverty and violence, Joseph Salerno, New England Director of the Amalgamated Clothing Workers Union, today told 1,500 delegates at the Mass. State Labor Council Convention at the Bradford Hotel in Boston.

"America should adopt the program suggested by General James Gavin and others to stop the bombing of North Vietnam as a means of leading to peace negotiations," Salerno said, warning, "Escalation means war with China and Russia."

"Let the people of South Vietnam fight and settle their own war. Our allies give us 97% criticism and 3% help. America has not enough money nor manpower to be the policeman of the whole world," he asserted.

Salerno said, "we love America. Let not our enemies abroad mistake dissent for disloyalty. We will support our boys as long as they are in Vietnam. American labor has a great stake in our Democracy and our Country is still the greatest nation on the face of the earth."

Salerno stressed that France's military glory was not tarnished nor General DeGaulle's prestige diminished because the French army withdrew from the war in Vietnam.

"There has been a civil war in Vietnam for almost 100 years for land reform which has never come. War cannot solve the problem of poverty. However, Communism can be defeated by needed social reforms," the veteran union official declared.

He noted that the war in Vietnam has already cost the United States 100,000 lives between wounded and dead and over \$50 billion in tax dollars." It has caused division and bitterness at home. It has alienated our friends abroad. In 1964, we elected President Johnson to save America, not Asia. Today, there is a crisis in confidence.

Salerno stated, President Johnson, who has produced more legislation for the good of the American people than any other president in history, will bring disaster and defeat to the Democratic Party next year unless there is a peace settlement in Vietnam," He also warned.

"We cannot be strong abroad if we are weak and disunited at home. We cannot save Democracy all over the world if we cannot save Democracy at home. Fat war expenditures abroad and lean poverty for the ghettos at home will not defeat Communism," he continued:

"We need a massive commitment to win the war for our cities with the same enthusiasm that we win military wars abroad. Our cities need the 10 point program of the AFL-CIO to end slums and riots.

"Our Democracy will live or die in our cities because today over 70% of the American people live in big cities.

"Riots, violence, looting and burning cannot solve the problems of the ghettos. Violence is not the way out because it brings more hatred, more bitterness and more division," he stressed.

The union official said, "riots are a symptom of a sick society and suppressive laws alone cannot stop them. California, Michigan, New York and other states have laws against riots and violence. Yet, Salerno, noted they have had the worst riots in American history.

To eliminate riots and violence, we must eliminate its causes.

Salerno continued: "America today needs more jobs, more schools and more public housing. Our cities must become learn and earn coalition centers to train the needy for jobs. Each trained worker represents a new producer, a new taxpayer that benefits his family and the nation.

"Millions of negroes and disadvantaged people should be trained and put to useful work to tear down the ghettos and build new houses and new schools instead of tearing down America at home and abroad.

Private enterprise, government, the Church and the labor movement must unite to break the cycle between poverty, violence and unemployment."

"Riots cannot be stopped by money alone. We also need a new moral climate of rededication. We must disarm emotionally. We must stop movies and television murders - the new theatre of "cruelty and violence" which has become the "crime school" of the nation.

"We need more educational television programs to exalt learning and reason - not riots. We need action, not words, Salerno concluded.

from the office of

*Senator Edward M. Kennedy
of Massachusetts*

October 5, 1967

FOR IMMEDIATE RELEASE
Boston, Massachusetts

Senator Edward M. Kennedy today addressed the Tenth Annual Convention of the Massachusetts State Labor Council, AFL-CIO.

In his remarks the Senator praised American Labor for its efforts in the past to improve not only the well-being of the American working man, but of our entire society. The Senator stated "But the American Trade Union Movement must remain active and vital... and find new and imaginative approaches to the problems that face us."

The Senator placed special emphasis on areas of involvement at the local level that labor could successfully enter and by so doing continue enhancing the quality of American life.

The Senator cited these specific examples: -

Senator Kennedy applauded the work of the State Labor Council in cooperation with the University of Massachusetts in developing programs that would save the hard core unemployed youth from delinquency. He stated "If we are to drain away the cynicism of the ghetto that has caused our riots the last vestage of discrimination on the job must be removed. Every local union can involve itself in training programs - using skilled and retired members to teach and counsel the young disadvantaged worker."

In the area of urban housing problems, the Senator stated "Major housing programs have been passed by the Congress...but until these programs are well under way we will continue to be faced with disgraceful housing conditions for many of our citizens...There is no other group of men in the country who know more about the power of collective bargaining than the leaders of Labor. Might it not be possible that under the guidance of American Labor organizations in the local community tenants could receive the same relief and equity in dealing with the landlord that Labor produced for the workers in facing the employer. Is it not possible that tenant unions could be formed to equalize the power between the landlord and the renter."

In addressing himself to the problem of crime in the streets the Senator said "As crime detection techniques and the responsibilities of the police officer become more complex in the future we will have to attract into uniform the best of our young men. I believe that one of the major problems that we must face in the area of crime control is the totally inadequate consideration that we give to those we look to for protection. In the City of Boston, for example, a patrolman new to the force earns only a hundred and eleven dollars a week...in effect we ask young men to protect our homes, to ward off violence, to face the criminally insane in the dark of night for five thousand eight hundred dollars a year...The policemen can organize and they can bargain with their municipalities but the safety and security of the community demands that they refrain from striking...All unions must assist their police at the local level through public support, political support, and the exercise of all the powers that you have to see to it that their cause is successful - not only for increasing their wages

- MORE -



from the office of

*Senator Edward M. Kennedy
of Massachusetts*

- 2 -

October 5, 1967

but for increasing the protection that is given to their families when these men make the ultimate sacrifice." The Senator in his prepared remarks made the same case for the firefighters in the communities throughout the State.

The final example given by the Senator of where trade union power can assist at the local level was in the area of Education. The Senator asked "How many good teachers have we lost? A young accountant graduated from college begins work at seven thousand five hundred a year, a young physicist at eight thousand three hundred a year and a young engineer at eight thousand six hundred per year, yet those who control the destiny of our children and in large measure that of our country are asked to begin their work at five thousand dollars a year." The Senator stressed that trade unions should use their political power on the local level to support school bond issues, local appropriations for school teachers and to press for greater consideration of their cause within city governments.

The Senator concluded that while the friends of Labor in Congress will continue to work tirelessly for Labor's benefit, much is expected of Labor in these areas of concern to all.

- END -

XERO COPY XERO COPY XERO COPY
Sent to M. Donahue
THERE IS ONE AFFAIR I LOOK FORWARD TO EACH YEAR WITH EXCEPTIONAL
ENTHUSIASM.

THIS CONVENTION IS IT.

HERE I FEEL AT HOME -- AMONG FRIENDS, AMONG THOSE WHOSE
POLITICAL PHILOSOPHY AND MY OWN FIND SO MUCH COMMON EXPRESSION.

YOUR INTERESTS AND MINE COINCIDE.

YOUR BATTLES AND MINE HAVE SO OFTEN SHARED A COMMON BATTLEFIELD.

IN FACT, WE ARE SO CLOSELY IDENTIFIED WITH EACH OTHER THAT I HAVE BEEN
MORE THAN ONCE, OFTEN DISPARAGING DESCRIBED AS "LABOR'S BOY."

AND I GUESS THAT LABEL FITS ME PRETTY WELL AND FOR GOOD REASON.

FOR I BELIEVE IN LABOR AND ITS CAUSE.

I BELIEVE IN ^{WHAT} IT HAS DONE AND ~~WHAT~~ IT HOPES TO DO.

I BELIEVE IN ITS DEDICATION TO THE WELL-BEING OF THE AVERAGE
CITIZEN.

I BELIEVE THAT WITHOUT LABOR, WE WOULD NEVER HAVE WITNESSED
THE PROGRESS IN AMERICA WHICH HAS MADE OUR NATION SO GREAT AND OUR

PEOPLE SO PROSPEROUS.

I MARVEL AT LABOR, TOO. I MARVEL AT THE BATTLES IT HAS WON AGAINST THE HEAVIEST OF ODDS: AT ITS REFUSAL TO BACK DOWN WHEN ITS OBJECTIVES SEEMED HOPELESS: AT ITS UNFLINCHING DETERMINATION TO VANQUISH THE FORCES OF REACTION AND TO BUILD INTO THE LIVES OF THE AVERAGE CITIZEN A REASONABLE MEASURE OF COMFORT, DIGNITY AND HOPE.

IT IS NO WONDER THEN THAT I'M HAPPY TO BE HERE -- JUST AS HAPPY AS I AM TO SUPPORT LABOR IN THE PASSAGE OF THE DESERVING LEGISLATION WHICH IT RECOMMENDS.

CHANGE IS PERHAPS THE MOST PREDICTABLE CERTAINTY OF OUR SOCIETY.

ADAPTATION TO CHANGE, WE HAVE BEEN TAUGHT, IS THE KEY TO SURVIVAL.

ONE OF THE QUALITIES WHICH HAS CHARACTERIZED THE LABOR MOVEMENT IN MASSACHUSETTS, IN MY OPINION, HAS BEEN ITS ABILITY TO ADAPT TO CHANGE.

AS A CONSEQUENCE OF THAT ABILITY, LABOR HAS BECOME THE MOST SIG-

NIFICANT FACTOR IN THE FORWARD PROGRESS OF OUR SOCIETY.

LABOR HAS NOT ONLY SURVIVED -- IT HAS GROWN STRONGER WITH AGE.

OUR CITIZENRY HAS GROWN STRONGER WITH IT.

AS WE APPROACH THE 21st CENTURY, IT BECOMES OBVIOUS THAT THE GREATEST CHANGES LIE AHEAD. THE ADVANCES OF TECHNOLOGY, COUPLED WITH THE INTELLECTUAL RESOURCES OBTAINED IN CENTURIES OF NATIONAL GROWTH, PROMISES TO PROVIDE IN THE FUTURE A FASTER-CHANGING, MORE INDUSTRIALLY-ORIENTED SOCIETY THAN EVER.

IF THE CONSEQUENCES OF THE NEW SOPHISTICATION AND TECHNOLOGY ARE TO BRING MAXIMUM BENEFIT TO THE AVERAGE PERSON, THE INSTRUMENT OF THAT BENEFIT IS GOING TO HAVE TO BE, AS IT HAS BEEN IN THE PAST, A STRONG AND EFFECTIVE LABOR ORGANIZATION.

~~AND THE STRENGTH AND EFFECTIVENESS OF THAT ORGANIZATION IS STILL GOING TO BE DIRECTED TO GOVERNMENT, FOR IT HAS BEEN IN THE PAST, A STRONG AND EFFECTIVE LABOR ORGANIZATION.~~

AND THE STRENGTH AND EFFECTIVENESS OF THAT ORGANIZATION IS STILL GOING TO BE DIRECTED TO GOVERNMENT, FOR IT IS THERE

THAT PUBLIC POLICY WILL CONTINUE TO BE MADE.

NOW, I HAVE NO DOUBTS -- AND I'M SURE THAT YOU DON'T EITHER--
THAT THE SAME FORCES WHO FOUGHT LABOR IN THE PAST WILL BE LABOR'S
PRINCIPAL ADVERSARIES IN THE FUTURE.

THEY MAY HAVE DIFFERENT FACES, BUT THEY WILL HAVE THE SAME
OBJECTIVES.

THESE FORCES WILL FIND A NEW OPPORTUNITY IN THE NEW TECHNOLOGY --
A NEW OPPORTUNITY TO SEIZE UNREASONABLE ECONOMIC POWER AND ITS
ATTENDANT MASTERY OVER THE LIVES OF OUR CITIZENS.

THE OLD TRITE EXPRESSION THAT YOU "CAN'T CHANGE THE SPOTS ON
A LEOPARD" SEEMS TO ME VERY APPROPRIATE IN THIS SITUATION.

ACCORDINGLY, WISDOM DICTATES THAT WE CANNOT SIT ON OUR HANDS
AND ALLOW THE REACTIONARY FORCES IN OUR SOCIETY TO MAKE INEFFECTUAL
THE MANY ADVANCES MADE BY ORGANIZED LABOR DURING THE PAST SEVERAL
DECADES.

IT SEEMS TO ME, TOO, THAT THESE SAME FORCES ARE AT THIS MOMENT
PLANNING THAT VERY THING.

I AM GOING TO SPEAK QUITE BLUNTLY.

I THINK YOU WILL AGREE THAT THE DEMOCRATIC PARTY HAS BEEN CONSISTENTLY LABOR'S FRIEND AND THE REPUBLICAN PARTY ITS ENEMY.

WHEN THE DEMOCRATS HAVE BEEN IN POWER, LABOR HAS PROSPERED. DURING REPUBLICAN ADMINISTRATIONS A DEAF EAR HAS BEEN TURNED TO YOUR PLEADINGS.

THE HISTORY OF LABOR LEGISLATION, OVER THE PAST 35 YEARS PARTICULARLY, IS REplete WITH EXAMPLES OF DEMOCRATIC FRIENDSHIP AND REPUBLICAN HOSTILITY.

RUN DOWN THE GAMUT OF THE GREAT SOCIAL PROGRESS IN RECENT DECADES--INCREASES IN THE MINIMUM WAGE, BENEFITS UNDER UNEMPLOYMENT COMPENSATION AND WORKMEN'S COMPENSATION; THE STRENGTHENING OF COLLECTIVE BARGAINING; THE REGULATION OF CHILD LABOR; THE ELIMINATION OF SWEATSHOPS; THE UPGRADING OF HEALTH AND WELFARE LAWS; INCREASED SAFETY IN OUR INDUSTRIAL PLANTS TO MINIMIZE INDUSTRIAL ACCIDENTS; LOOK AT THESE AND THE MANY OTHER PRO-LABOR LEGISLATIVE PROPOSALS TOO NUMEROUS TO MENTION, AND THE RECORD WILL REVEAL THAT IN EVERY

INSTANCE THE REPUBLICAN PARTY HAS USED EVERY RESOURCE AT ITS
COMMAND TO RETARD SUCH PROGRESS.

FORTUNATELY, DURING THE PAST TWO DECADES THE LEGISLATURE
HAS BEEN DEMOCRATICLY CONTROLLED, AND AT TIMES DEMOCRATS HAVE
SAT IN THE GOVERNOR'S CHAIR. FOR THAT REASON THE OPPOSITION OF
THE REACTIONARY REPUBLICANS HAS BEEN OFTEN FUTILE AND LABOR'S
GOALS HAVE BEEN ATTAINABLE.

RIGHT NOW, HOWEVER, THE REPUBLICANS, SENSING A POPULAR
DISENCHANTMENT WITH THE WAR IN VIETNAM AND A DEEP PUBLIC CONCERN
OVER RIOTS IN THE CITIES THROUGHOUT THE COUNTRY, HAVE DECIDED TO
MAKE AN ALL-OUT OFFENSIVE NEXT YEAR TO WREST CONTROL OF THE LEGIS-
LATURE HERE IN MASSACHUSETTS FROM THE DEMOCRATS.

THEY ARE ALREADY SHARPENING THEIR TOOLS, LINING UP THE
BRASS AND ENGAGING IN ALL THE SKULLDUGGERY POSSIBLE TO ACHIEVE
THEIR OBJECTIVE.

MOST OF YOU WILL RECALL HOW THEY WERE CAUGHT WITH THEIR

DIGNITY DOWN IN WORCESTER COUNTY EARLIER THIS YEAR WHEN JOHN BUCKLEY, REPRESENTING THE REPUBLICAN STATE COMMITTEE, REVEALED THEIR BARE-FACED SCHEME.

ACCORDING TO BUCKLEY, WHO WAS AT THAT TIME FIRED ON THE SPOT BY THE GOP HIGH COMMAND FOR SPILLING THE BEANS, THE REPUBLICANS HAD DECIDED TO OFFER STATE JOBS TO PROSPECTIVE SENATE CANDIDATES, AND TO TRY TO BUY OFF CERTAIN INCUMBENT DEMOCRATIC SENATORS WITH JOB OFFERS, AMONG OTHER THINGS.

WITH NO CONTEST FOR GOVERNOR NEXT YEAR THEY WILL USE EVERY BIT OF MONEY AND ENERGY AND WILL TO REGAIN CONTROL OF THE LEGISLATURE.

AND THE STATE SENATE, OF COURSE, IS THEIR PRINCIPAL TARGET.

WITH NO CONTEST FOR CONSTITUTIONAL OFFICERS, THEY'LL HAVE VOLPE ON THE CAMPAIGN TRAIL--AND RICHARDSON--AND SARGENT--AND BROOKE. NO DOUBT, THEY'LL EVEN PULL EVERETT SALTONSTALL AWAY FROM HIS FARM FOR A FEW WEEKS.

THEY'LL USE THE NEWSPAPERS, THE RADIO, T.V.--EVERY CON-

CEIVABLE METHOD OF COMMUNICATION.

THEIR PROPAGANDA MILLS WILL WORK OVERTIME SPORTING FORTH
SWEET PROMISES WITH NO INTENTION OF CARRYING THEM OUT.

THEY MEAN TURKEY--AND THEY DON'T INTEND TO SETTLE FOR CHICKEN
PIE.

I NEED NOT TELL YOU WHAT YOUR FUTURE WILL BE, SHOULD THEY
SUCCEED. NOT ONLY WILL YOU MAKE NO PROGRESS HERE IN MASSACHUSETTS--
YOU WILL GO BACKWARDS. AGAIN JUST LOOK AT THE RECORD.

NOW, I KNOW THAT LABOR IN THE NEXT ELECTION WILL BE WITH ITS
DEMOCRATIC FRIENDS. IT ALWAYS HAS BEEN.

IT IS MY INTENTION HERE TODAY ONLY TO BUTTRESS THAT RELATION-
SHIP.

I HAVE BEEN THE BENEFICIARY OF LABOR'S SUPPORT IN THE PAST
AND I KNOW HOW VALUABLE IT IS. AND I KNOW, TOO, HOW VALUABLE IT
HAS BEEN TO MY SENATE CONTEMPORARIES IN YEARS PAST.

JUST AS WE HAVE HAD A COMMON PURPOSE IN THE PAST, SO DO WE
NOW HAVE A COMMON PROBLEM, ONE WHICH WE MUST WORK ON TOGETHER TO

SOLVE.

IN VIEW OF THE EVIDENT CAMPAIGN TO REGAIN CONTROL OF THE
LEGISLATURE NOW BEING SLYLY CONDUCTED BY OUR MUTUAL ADVERSARY I
THINK THE TIME TO GO TO WORK IS NOW.

TO WAIT UNTIL A YEAR FROM NOW, IN MY OPINION, WOULD BE
FOOLHARDY.

NEXT YEAR THE PRESIDENTIAL ELECTION WILL BE IN THE SPOT-
LIGHT. IT WILL BE DIFFICULT THEN TO DIVERT PUBLIC ATTENTION FROM
THE NATIONAL PICTURE.

OUR POLITICAL ENEMIES HAVE ALREADY BEEN AT WORK FOR MANY
MONTHS.

WE MUST CATCH UP.

LABOR HAS STRUGGLED TOO LONG IN THE VINEYARD OF POLITICS TO
RISK INTERFERENCE WITH ITS ACCOMPLISHMENTS NOW.

FOR YEARS, THE DEMOCRATIC PARTY WON THE CONFIDENCE OF THE
PEOPLE OF MASSACHUSETTS BECAUSE WE HAVE BEEN DEDICATED TO ENACT
LEGISLATION IN THEIR BEST INTEREST.

IT IS ALMOST A PARADOX THAT I SHOULD BE STANDING HERE TODAY
DISCUSSING DEMOCRATIC PROBLEMS AT THE STATE LEVEL IN CONNECTION
WITH THE 1968 ELECTION.

BUT THERE HAVE BEEN MANY SYNTHETIC ISSUES DEVELOPED DURING
THE PAST FEW YEARS, ISSUES WHICH HAVE BEEN ^{CREATED} ~~ENACTED~~ BY OUR OPPOSITION
FOR POLITICAL ADVANTAGE AND NOTHING ELSE.

THESE ISSUES HAVE CAUSED GREAT CONTROVERSY, AND IN MOST
INSTANCES THE FORCES BEHIND THEM HAVE CONTROLLED THE MEANS OF READY
COMMUNICATION.

THE PURPOSE OF THESE ISSUES HAS BEEN TO DOWNGRADE THE DEMOCRATIC
GENERAL COURT, TO BRAINWASH THE PUBLIC AND TO PROMOTE CONFUSION IN
THE MINDS OF THE ELECTORATE.

THE GOVERNOR HIMSELF HAS OFTEN BEEN THE INSTRUMENT THROUGH
WHICH THESE ISSUES HAVE BEEN SOUNDED.

HE HAS ACCEEDED TO SERVE AT TIMES AS THEIR HATCHETMAN.

THEY'VE EVEN CONFUSED HIM, BECAUSE HE HAS VACILLATED FROM DAY
TO DAY IN HIS ESPOUSAL OF MANY OF THESE ISSUES.

IT WOULD BE WISHFUL THINKING ON OUR PART, HOWEVER, TO DENY THEIR ADVERSE EFFECT. THEY HAVE HURT US, AND THE EXTENT OF THAT HURT IS DIFFICULT TO ASSESS.

FOR THAT REASON, IT BECOMES OUR JOB TO GET THE AVERAGE PERSON RE-ORIENTED, TO MAKE HIM AWARE THAT IT HAS BEEN THE DEMOCRATIC PARTY--AND NOT THESE PHONY ISSUES--WHICH HAS ALWAYS STOOD FOR PROGRESS AND BETTER LIVING CONDITIONS AND HIGHER WAGES AND A MORE HEALTHFUL ENVIRONMENT, ETC.

BECAUSE OF YOUR HISTORY I CAN THINK OF NO BETTER ALLY IN THIS ENDEAVOR THAN ORGANIZED LABOR.

TODAY I INVITE YOUR COOPERATION.

TOGETHER WE CAN CONTINUE TO BETTER THE LOT OF THE AVERAGE MAN AND WOMAN IN MASSACHUSETTS.

I REALIZE THAT THESE WORDS TODAY NEED NOT BE SPOKEN. FOR I HAVE CONFIDENCE ENOUGH IN ORGANIZED LABOR IN MASSACHUSETTS TO BELIEVE THAT LABOR'S HELP WOULD BE FORTHCOMING WITHOUT THEM.

BUT I DO FEEL THAT THEY NEED EMPHASIS AT THIS TIME SO THAT

- 12 -

WE WILL BE AWARE OF THE NEED TO GET GOING EARLY.

I HAVE EVERY HOPE THAT YOU WILL ANSWER THIS CALL TO ARMS SO THAT, COME THE ELECTION OF NOVEMBER 1968, WE WILL IMPRESS FULLY UPON OUR COMMON ENEMIES THE REALIZATION THAT THEIR WILL AND DECEIT HAVE BEEN IN VAIN.

THE DEMOCRATIC PARTY HAS NEVER KIDDED ITSELF THAT IT COULD THRIVE WITHOUT LABOR. I AM SURE, TOO, THAT LABOR WILL NOT KID ITSELF THAT IT CAN THRIVE WITHOUT THE DEMOCRATIC PARTY.

SO LET'S MOVE FORWARD TOGETHER.

LET'S LAY DOWN THE GAUNTLET NOW DETERMINED THAT WE WILL CONTINUE TO USE IT AGAINST THE ENEMY UNREMITTINGLY UNTIL AFTER THE 1968 ELECTION.

IN CONCLUSION, ACCEPT MY SINCERE APPRECIATION FOR YOUR INVITATION TO BE HERE TODAY.

IT'S BEEN A PLEASURE TO BE WITH YOU.

I LOOK FORWARD TO BEING WITH YOU OFTEN IN THE FUTURE.

/ / / / / / / / /

For Release after 11:00 A.M.
Wednesday, October 4, 1967

Address by
Kenneth J. Kelley, Deputy Director
Office of Labor Affairs
Agency for International Development
to the
Massachusetts State Labor Council, AFL-CIO
10th Annual Convention
Boston, Massachusetts
October 4, 1967

When I received the invitation from your officers to address this Convention, I felt deeply honored. It would give me an opportunity to see old friends and to see Massachusetts at its best--in the Fall--when all the countryside is ablaze with nature's brilliant climax. Only Sunday did I happily realize that my visit and your Convention would coincide with the opening of the World Series at Fenway Park. Like you, I am thrilled by the spectacular story-book finish that Dick Williams, "Yaz", and the entire team have made. Like you I'll be rooting for their ultimate victory over the Cardinals which they so richly deserve and will so nobly achieve.

In a more serious vein, I would like to discuss with you some aspects of the U. S. foreign aid program that is administered by the Agency for International Development under the Department of State. The purpose of our economic assistance program, the present day version of the Marshall Plan, is to strengthen the security of the United States by strengthening the security of the free world. Currently, loans, technical assistance, and other forms of aid are directed at the enormous task of raising the standard of living in the less developed nations of Asia, Latin America and Africa. By helping the people in these countries to a point where they are economically, politically and socially secure is the best guarantee that the American people can have

of their own economic well being and national security.

Speaking of the benefits of foreign aid to the American economy, I think you should know that over 90 percent of the funds appropriated by Congress for foreign assistance are spent right here in the United States. In other words, 9 out of every 10 dollars of AID financed expenditures are paid to American suppliers of goods, materials, equipment and services. Last year this amounted to \$1.7 billion spent in the United States. Obviously these purchases have a great impact on the prosperity of American industry and American workers. Massachusetts continues to receive a respectable share of these procurements. In the first 8 months of this year -- January through August 1967-- contracts totaling \$9,402,108 were awarded to Bay State businesses, universities, and other organizations.

The fundamental basis for the U.S. foreign aid program is to assist developing countries in establishing themselves as independent self-supporting nations, able to make economic and social progress through free institutions. This involves mobilizing the human and material resources; organizing the required investments and skills; establishing safeguards against exploitation; providing freedom of choice in employment; and creating the necessary motivation and administrative competency in order to achieve growth and rising living standards. In addition the purpose of AID's activities with respect to labor programs is to further the common interests of the U.S. and the country concerned. Such activities are important politically as they identify U.S. interests with workers' interests.

AID's technical assistance in the labor field include the following people-oriented programs strengthening labor ministries, assisting in the formulation of active manpower and employment policies, and developing strong and democratic trade unions. Let's look briefly at these three major categories of U.S. assistance concerned with working men and women -- their institutions and problems.

1. Labor Ministries.

A labor ministry is the policy making and administrative arm of the government responsible for finding solutions to labor questions and for administering the necessary corrective measures and controls; for creating an atmosphere conducive to harmonious relations between labor and management; and for performing a major role in the development and utilization of human resources in economic growth.

AID assistance to a labor ministry can cover such functions as labor statistics, labor-management relations, skills training, employment services, manpower planning, protection of women and minors, labor inspection, wage and hour administration, industrial safety, social insurance, and related legislation which protects workers and their families while at the same time promoting broadly based economic and social progress.

2. Manpower and Employment Development

Both private and public institutions have a role in developing and implementing an active manpower and employment policy. Basically, the final dimensions of any development program are determined by the

interplay of manpower and employment considerations with the monetary, fiscal, industrial, agricultural, educational, and social policies of a nation.

An active manpower and employment policy has four mutually reinforcing purposes: (a) development of the abilities of the labor force; (b) helping to create jobs to make the fullest use of these abilities; (c) linkage of these two by matching men and jobs; and (d) improving productivity while protecting human welfare and dignity in less developed countries as well as in the U. S., the quantity, quality, distribution, productivity, and adequacy of skills training of the work force are important factors in economic growth.

3. Strengthening Trade Unions

U. S. policy recognizes free and responsible trade unions as valuable institutions for achieving social, economic, and political development. Trade unions have a strong institution-building potentiality and because of their diversity in membership and interests can rise above parochial considerations and make decisions on a national-interest basis. As instruments for motivation and attitudinal change, trade unions are uniquely equipped to influence the acceptance of the hard decisions that the development effort requires.

The essence of unionism consists of workers banding together to do things for each other which they could not do alone. This mutuality of interests and collective action reflects itself in trade union participation in the various cooperative institutions.

For example, trade unions often provide the base support for such activities as credit unions, housing projects, education and training programs, social and civic associations, political organizations. Free trade unions serve as a mechanism for broadening workers' participation in a variety of forms of economic, social, and political progress.

As promoters of social progress, trade unions serve a twofold function -- (a) they enable workers to share more equitably in the economic rewards for their labors and thus provide an incentive to increase productivity and (b) the resultant improvement in living standards stimulates further development. In developing countries as in any society, trade unions are concerned with problems involving the worker and his family, wages, working conditions, education, housing, youth, community development, and other factors affecting human welfare.

Labor leaders, officially and individually, often become key people in community and national affairs. In seeking a solution to their problems, unions in LDCs tend to be more political than economic in their orientation and activities. Their tendency to rely on political solutions to labor problems may be caused by factors which inhibit collective bargaining. Assistance for the development of free trade unions with able and responsible leadership aids in establishing sound and equitable labor-management relations.

In addition to being defenders against subversion and political tyranny, free trade unions serve as a mechanism for the expression

of workers' views, proposals and protests, and for participation in a variety of forms of economic, social, and political progress. Through his union, a worker identifies himself with his co-workers develops pride in his occupation, and achieves active participation in shaping his own and his nation's destiny--in nation building.

Trade unions assist in mobilizing the trained and specialized work force essential for an expanding economy. This can be done through both on-the-job and off-the-job training programs. An example is found in the training programs conducted, with AID support, by the African-American Labor Center in Nigeria for heavy equipment maintenance, and in Kenya for sewing and garment manufacturing. In Latin America another U.S. labor institution, the American Institute for Free Labor Development, is conducting skills training for construction workers in Guyana.

AFL-CIO Support of Foreign AID

The American labor movement has traditionally given its full cooperation and support to this nation's foreign policies and economic assistance programs. In addition to spending 25 percent of its total budget for international labor activities the AFL-CIO in recent years has established two organizations to work with the free labor movements of developing countries. These union to union mechanisms are:

1. The American Institute for Free Labor Development. Since 1962 AIFLD has conducted education programs aimed at strengthening the free trade unions of Central and South American countries. Educational centers are

currently operated in 18 Latin American countries with an advanced leadership training center at Front Royal, Virginia. Through its Social Projects Department, AIFLD under the Alliance for Progress has assisted in developing workers' housing projects, cooperatives, and credit unions, and other community programs in various Latin American countries. In addition, the Institute administers high visibility impact projects financed by AFL-CIO and AID. The AFL-CIO has in the past few years contributed \$250,000 to AIFLD for what we describe as impact projects--small loans and grants to various trade union groups in Latin America to finance the construction of a schoolroom, a community center, a medical clinic, a public works or sewerage project, a cement block making machine for a housing project or some similar low cost self-help assistance that benefits the citizens of a local community.

Since its inception AIFLD has given advanced training in the U.S. for 600 Latin American trade union leaders. More importantly more than 60,000 union officials have been instructed in democratic trade unionism in training programs conducted by AIFLD in 18 Central and Latin American countries. In addition they have been working with agricultural workers--the Campesinos--so essential in the race between food production and population.

2. African-American Labor Center. Established in 1964 the AALC has been conducting trade union and other training programs in conjunction with the free trade unions in selected African countries. Supported by AID, these pilot programs are designed to develop and upgrade some of

the skill requirements of an expanding economy. Recently AID arranged with AALC for the administration of an impact project program in African countries. A highly successful training program for needle workers and dressmakers is being conducted in Kenya with the technical assistance of the I.L.G.W.U. Training in the printing trades is being given by experts from the N. Y. Typographical Union in the same country.

Encouraged by the effectiveness of its union to union programs in Latin America and Africa, the AFL-CIO is now considering establishing a similar arrangement with the Vietnamese Confederation of Labor--the CVT--a truly democratic and influential organization that ably represents the interests of the workers of Vietnam--from farm workers in the provinces to cyclo-drivers in Saigon.

In conclusion our foreign aid program seeks to establish conditions in which men can work together for the enrichment of human life and the free society. Our purpose abroad is and must be what it is at home--to liberate the spirit of man--to open opportunities for seeking and finding new knowledge and applying it to human ills--to build cities that support life and do not stifle it--to create international political arrangements that will permit diversity in unity--to create a world society based upon true equality for all.

FOR RELEASE AT 10:30 A.M., WEDNESDAY, OCTOBER 4, 1967

The following are excerpts from Governor John A. Volpe's remarks to the Massachusetts State Labor Council, AFL-CIO, at the 10th Annual Convention, held at the Bradford Hotel:

Many years have passed, many contracts have been signed, many sidewalks have been marched upon, and yes, several pennants have been within our grasp since I first became an apprentice plasterer and hod carrier during the Great Depression.

And now, in the last third of the 20th Century, a fair day's pay for an honest day's work, and the dignity of earning an honest living are with us to stay.

As you know, I have long made it a personal commitment in State Government to provide our citizens with a dollar's worth of value for every dollar spent. This has been important to me ever since my days as a member of organized labor -- the days when I learned to insist upon a dollar's worth of wages for a dollar's worth of work, and to insist on working conditions that contributed to efficient productivity while retaining human dignity.

One of our greatest problems in 1967 is the problem of lack of skills, lack of training, and lack of jobs, in urban ghettos.

The time has come for this Nation to stop taking its benefits, and its mottoes and slogans for granted.

The time has come for organized labor to fully act in the interests of the so-called "little man." Because right now, the "little man" happens to be a man who has been frustrated and denied for over 100 years, and such words as "freedom" and "liberty" and "equality" are just empty words if we do not practice what we preach.

The AFL-CIO has long stood for, has long fought for, the dignity of the common man.

We have great dignity for white collar workers. We have status and position and leisure time for blue collar workers. In fact, a hod carrier can become Governor if he works at it. But we still need to take "giant steps" to achieve dignity for the man who has been judged not by the color of his collar, but by the color of his skin. Organized labor can do no less than afford equal opportunity to every man who is trying to earn a living and provide for himself and his family. It is to your best advantage to do this -- and it will be to the Nation's greatest detriment if we do not.

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I
WE ARE DELIGHTED TO HAVE THIS OPPORTUNITY TO MEET ONCE AGAIN WITH SO MANY OLD FRIENDS AND TO SEE SO MANY FAMILIAR FACES.

AND LET ME POINT OUT THAT IT IS A SIMILAR PLEASURE TO SEE NEW FACES, AS THE STATE LABOR COUNCIL -- AT ITS TENTH ANNUAL CONVENTION -- CONTINUES TO MAKE ORGANIZED LABOR AN EFFECTIVE VOICE IN OUR STATE-WIDE COMMUNITY.



AS GOVERNOR, I BRING THE GREETINGS OF
THE COMMONWEALTH TO THIS CONVENTION. I
MIGHT ADD THAT I'M CERTAINLY HAPPY THAT YOU
SCHEDULED ME FOR WEDNESDAY MORNING -- BECAUSE
I HAVE SOME LAST MINUTE BUSINESS OF AN
ATHLETIC NATURE TO TAKE CARE OF THIS AFTERNOON
...(AND TOMORROW AFTERNOON)...OVER IN THE
DIRECTION OF KENMORE SQUARE!



AND THIS COMING SATURDAY AND SUNDAY,
I WILL BE JOINING HUNDREDS OF OTHER NEW
ENGLANDERS OUT IN ST. LOUIS WATCHING THE
RED SOX WRAP UP THE WORLD SERIES.

INCIDENTALLY, THOSE OF YOU WHO ARE
HERE FROM THE WESTERN PART OF THE STATE, AND
HAVE HOTEL ROOMS THAT YOU MADE RESERVATIONS
FOR MONTHS AGO, I HOPE YOU REALIZE THAT YOU
HOLD THE KEYS TO PRIZED POSSESSIONS -- AND
THAT YOU COULD PROBABLY SUB-LET THOSE ROOMS
AT A HANDSOME PROFIT! WHICH WOULD BE IN THE
TRUE TRADITION OF YANKEE INGENUITY.

THE WORLD SERIES, INCIDENTALLY, WILL
PROVE TO THE WORLD WHAT I HAVE ALWAYS SAID...
THAT BOSTONIANS HAVE BETTER EYESIGHT THAN
ANYONE ELSE IN THE WORLD. FROM 500 FEET
AWAY -- THEY CAN SEE BETTER THAN THE UMPIRE
WHO IS JUST 5 FEET AWAY!

WELL, IN THE SAME SPIRIT THAT HAS MADE THE RED SOX SO EXCITING ALL THROUGH THE SEASON, AND WHICH BROUGHT THE AMERICAN LEAGUE PENNANT TO MASSACHUSETTS, AND HAS US EAGERLY LOOKING FORWARD TO A SUCCESSFUL SERIES, IT IS GOOD FOR US TO LOOK BACK ON A PAST THAT IS MARKED WITH IMPROVEMENT AND SUCCESS, AND A FUTURE THAT IS BRIGHT WITH PROMISE.

MANY YEARS HAVE PASSED, MANY CONTRACTS HAVE BEEN SIGNED, MANY SIDEWALKS HAVE BEEN MARCHED UPON, AND YES, SEVERAL PENNANTS HAVE BEEN WITHIN GRASP SINCE I FIRST BECAME AN APPRENTICE PLASTERER AND HOD CARRIER DURING THE GREAT DEPRESSION.

AND NOW, IN THE LAST THIRD OF THE 20TH CENTURY, A FAIR DAY'S PAY FOR AN HONEST DAY'S WORK -- AND THE DIGNITY OF EARNING AN HONEST LIVING -- ARE WITH US TO STAY.

AS YOU KNOW, I HAVE LONG MADE IT A PERSONAL COMMITMENT IN STATE GOVERNMENT TO PROVIDE OUR CITIZENS WITH A DOLLAR'S WORTH OF VALUE FOR EVERY DOLLAR SPENT.

THIS HAS BEEN IMPORTANT TO ME EVER SINCE MY DAYS AS A MEMBER OF ORGANIZED LABOR -- THE DAYS WHEN I LEARNED TO INSIST UPON A DOLLAR'S WORTH OF WAGES FOR A DOLLAR'S WORTH OF WORK -- AND TO INSIST ON WORKING CONDITIONS THAT CONTRIBUTED TO EFFICIENT PRODUCTIVITY WHILE RETAINING HUMAN DIGNITY.

TODAY, OUR LABOR FIGURES IN MASSACHUSETTS ARE GOOD ONES.

EMPLOYMENT IS AT AN ALL-TIME HIGH --
UNEMPLOYMENT IS AT A TEN-YEAR LOW.

THE LATEST FIGURES SUPPLIED TO ME BY THE DIVISION OF EMPLOYMENT SECURITY (AND THESE FIGURES WILL BE OFFICIALLY RELEASED DAY AFTER TOMORROW) INDICATE THAT AS OF AUGUST 31, TOTAL EMPLOYMENT IN MASSACHUSETTS WAS 2,385,100 -- AN INCREASE OF 15,300 JOBS OVER THE SAME PERIOD TWELVE MONTHS AGO!

THIS GAIN IN EMPLOYMENT IS PART OF A STEADY UPWARDS CURVE ON OUR EMPLOYMENT GRAPH, AND WE HAVE EVERY REASON TO BELIEVE THAT THERE WILL BE BIGGER AND GREATER INCREASES AS MASSACHUSETTS MOVES AHEAD WITH A STRONG ECONOMY.

AND, OF COURSE, NONE OF THIS HAPPENED BY ACCIDENT. THE MASSACHUSETTS WORKER, LONG-FAMED FOR HIS KNOW-HOW IN THE MORE CONVENTIONAL ASPECTS OF MANUFACTURING, HAS BEEN QUICK TO MASTER THE COMPLICATED TECHNIQUES OF THE ELECTRONIC AND SPACE AGES.

OUR EDUCATIONAL FACILITIES IN MASSACHUSETTS, AT EVERY LEVEL, SUPPLY A STEADY FLOW OF TRAINED, KNOWLEDGEABLE PEOPLE INTO THE LABOR MARKET.

APPRENTICE-TRAINING PROGRAMS SPONSORED BY ORGANIZED LABOR PLAY A LARGE PART IN SUPPLYING OUR STATE'S INDUSTRY WITH QUALIFIED, CAPABLE PERSONNEL.

ONE OF OUR STATE'S GREATEST ASSETS IS
"BRAINPOWER" -- THE ABILITY TO SOLVE
SUPPOSEDLY INSOLUBLE PROBLEMS -- THE ABILITY
TO CREATE AND BUILD WHERE OTHERS HAVE SAID
"IT'S IMPOSSIBLE" -- THE ABILITY TO CUT
THROUGH RED TAPE AND EXTRANEIOUS MATERIAL
AND GET TO THE HEART OF ANY PROBLEM.

YOU KNOW, AND I KNOW, THAT IN THIS DAY
AND AGE, IN THESE TIMES OF FANTASTIC
ADVANCEMENT -- A TECHNICAL SKILL IS NOT
SIMPLY AN ASSET - IT IS A NECESSITY.

AS THE AFL-CIO HAS LONG RECOGNIZED, THE
WORKING CLASS IS IN NO WAY "SECOND CLASS."

AND, WITH TODAY'S AMAZING TECHNOLOGICAL
ADVANCES, THE WELDER WHO ONCE KNEW ABOUT
IRON AND STEEL ALONE.....

MUST NOW COPE WITH ALUMINUM, ZIRCONIUM, AND
TITANIUM -- AND THE DITCHDIGGER DOESN'T
HAVE TO KNOW ABOUT SHOVELS -- HE HAS TO KNOW
ABOUT HYDRAULICS!

YES, WE ARE CONTINUING THE TRADITION OF
EXCELLENCE THAT HAS LONG BEEN A HALLMARK IN
MASSACHUSETTS.

WE ARE CONTINUING IN THE TRADITION OF
PAUL REVERE, THE SKILLED ARTISAN.....

IN THE TRADITION OF THE DURYEA BROTHERS OF
SPRINGFIELD, INVENTORS OF THE AUTOMOBILE --
AND IN THE TRADITION OF ROBERT GODDARD OF
WORCESTER, FATHER OF MODERN-DAY ROCKETRY!

AND THESE GREAT WORKS, THESE INDUSTRIAL
ADVANCEMENTS, HAVE ALL BEEN ACCOMPLISHED
WITH THE COOPERATION OF ORGANIZED LABOR, WITH
THE COOPERATION OF WORKERS EAGER TO CON-
TRIBUTE TO MANKIND, WORKERS WHO FULLY UNDER-
STAND THAT NO COMPANY IS ANY BETTER THAN THE
PRODUCTIVITY OF THOSE WHO ARE EMPLOYED.

AS WELL AS THIS TRADITION OF HIGH SKILL AND ABILITY, WE ALSO TAKE GREAT PRIDE IN THE FACT THAT THE BAY STATE RANKS FIRST IN LABOR STABILITY AMONG THE TEN LEADING INDUSTRIAL STATES OVER A 15-YEAR PERIOD.

OUR WORK FORCE HAS SET AN ENVIABLE RECORD FOR THE FEWEST DAYS LOST THROUGH WORKER-MANAGEMENT DISPUTES.

AND THIS IS A STATISTIC, (I DON'T NEED TO REMIND YOU), THAT IS LOOKED ON WITH ENVY BY GOVERNMENTAL LEADERS IN OTHER STATES WHICH ARE ATTEMPTING TO ATTRACT INDUSTRY AWAY FROM US AND INTO THEIR OWN BAILIWICKS!

AND OUR ADMINISTRATION IS MAKING A DETERMINED EFFORT TO PROVIDE EVEN MORE JOBS, AND INCREASE THE PAYROLLS IN THE STATE THROUGH CONCERTED PROGRAMS FOR ECONOMIC DEVELOPMENT AND INDUSTRIAL EXPANSION.

OUR PROPOSAL FOR A REVENUE BONDING BILL THAT WILL MAKE MASSACHUSETTS MORE ATTRACTIVE TO NEW INDUSTRY IS MOVING THROUGH THE LEGISLATURE NOW, AND, IT IS BACKED UP BY THE SUPPORT OF A THREE-TO-ONE REFERENDUM VOTE LAST FALL, IN WHICH THE VOTERS -- THE RANK AND FILE, IF YOU WILL -- AGREED THAT INDUSTRIAL DEVELOPMENT CAN AND SHOULD BE A PUBLIC FUNCTION.

UNDER THE TERMS OF THIS PROPOSED
LEGISLATION, COMMUNITIES WILL BE ABLE TO MAKE
LOW-COST FINANCING AVAILABLE TO INDUSTRIES
SEEKING TO BUILD OR EXPAND, THEREBY PROVIDING
MORE JOBS, GREATER PRODUCTIVITY, GREATER
PROFITS, AND A GREATER SHARE OF THE SPOILS
FOR THE WORKING MAN.

THERE IS ONE OTHER THING I WOULD LIKE TO BRING TO YOUR ATTENTION THIS MORNING, AND I HASTEN TO NOTE THAT I STRESSED THIS SAME POINT ABOUT TEN DAYS AGO WHEN I SPOKE TO A GROUP OF WHOLESALERS AND SUPPLIERS -- THE AMERICAN INSTITUTE OF SUPPLY ASSOCIATIONS -- WHEN THEY HELD THEIR NATIONAL CONVENTION HERE IN BOSTON.

WHAT I TOLD THEM, SIMPLY, WAS THIS...
THAT ONE OF OUR GREATEST PROBLEMS IN 1967 IS
THE PROBLEM OF LACK OF SKILLS, LACK OF
TRAINING, AND LACK OF JOBS, IN URBAN GHETTOS.

AS WE MENTIONED EARLIER, EMPLOYMENT
FIGURES TODAY ARE AT ALL-TIME HIGHS. THERE
ARE MANY, MANY JOBS THAT ARE GOING UNFILLED
THESE DAYS. THE WANT-AD SECTIONS OF THE
NEWSPAPERS ARE FULL -- DAY AFTER DAY AND
WEEK AFTER WEEK.

BELIEVE ME, MOST OF THESE PEOPLE WANT TO WORK. THEY WANT THE SKILLS. THEY WANT TO TAKE ADVANTAGE OF THE PROMISES THAT AMERICA HAS OFFERED FOR SO MANY YEARS.

BUT, THEY DO NOT HAVE THE TRAINING. THEY AREN'T MACHINISTS, OR TOOLMAKERS, OR DRAFTSMEN, OR TRUCK DRIVERS, OR ELECTRICIANS OR PLUMBERS. THEY NEED TO BE TRAINED!

AND IT IS MY FIRM CONTENTION THAT NO AMOUNT OF FEDERAL MONEY PUMPED INTO ANY AREA IS GOING TO GIVE THEM TRAINING OVER-NIGHT.

THE ONLY SOLUTION THAT WILL HAVE AN IMMEDIATE EFFECT -- AND LESSEN THE TENSION THAT NOW GRIPS OUR SOCIETY -- IS ON-THE-JOB TRAINING -- LEARNING AND EARNING.

I TOLD MANAGEMENT, AND I WILL TELL YOU,
THAT IT IS FAR LESS EXPENSIVE TO TAKE THE
TIME AND EFFORT TO TRAIN A WILLING PERSON,
THAN IT WILL BE TO HAVE TO BE WITHOUT WORK
BECAUSE YOUR EMPLOYER, OR YOUR EMPLOYER'S
BEST CUSTOMER, HAS BEEN BURNED OUT IN A
RIOT.

THESE ARE THE TWO THINGS THEY NEED
MOST -- AND YOU, GENTLEMEN, THE LEADERS OF
ORGANIZED LABOR, MUST CERTAINLY MEET YOUR
RESPONSIBILITIES OF TODAY BEFORE WE ARE
FACED WITH THE THREAT THAT THERE MIGHT NOT
BE ANY TOMORROW.

THE TIME HAS COME FOR THIS NATION TO
STOP TAKING ITS BENEFITS, AND ITS MOTTOES AND
SLOGANS FOR GRANTED.

THE TIME HAS COME FOR US TO PUT OUR
MONEY WHERE OUR MOUTHS ARE WHEN WE TALK ABOUT
EQUAL OPPORTUNITY.

THE TIME HAS COME FOR US TO DO MORE THAN
PUT THE WORDS "AN EQUAL OPPORTUNITY EMPLOYER"
IN SMALL PRINT AT THE BOTTOM OF WANT ADS.....

AND THE TIME HAS COME FOR ORGANIZED LABOR TO FULLY ACT IN THE INTERESTS OF THE SO-CALLED "LITTLE MAN."

BECAUSE RIGHT NOW, THE "LITTLE MAN" HAPPENS TO BE A MAN WHO HAS BEEN FRUSTRATED AND DENIED FOR OVER ONE HUNDRED YEARS, AND SUCH WORDS AS "FREEDOM" AND "LIBERTY" AND "EQUALITY" ARE JUST EMPTY WORDS IF WE DO NOT PRACTICE WHAT WE PREACH.

YES, THE TIME HAS COME FOR US TO STOP
COMPLAINING AND START PERFORMING.

MANAGEMENT AND LABOR ARE UNITED IN THE
FRONT LINE OF DEFENSE ON THE "WAR ON POVERTY"
BECAUSE POVERTY MEANS LACK OF MONEY.

BUSINESS AND INDUSTRY, AND THE ORGANIZED
EMPLOYEES WHO PROVIDE THE LABOR, ARE THE
CONTROLLERS OF THE PURSE-STRINGS OF AMERICA.

A GOOD SOCIETY MEANS A PRODUCTIVE
SOCIETY. A STABLE ECONOMY MEANS A STABLE
NATION.

A WISE INVESTMENT, ON THE PART OF LABOR
AS WELL AS MANAGEMENT, WILL MEAN SECURITY
FOR THE ENTIRE NATION.

THE GREATEST INTERNAL PROBLEM IN
AMERICA TODAY IS THE PROBLEM OF THE MINORITY
GROUPS. THEY MUST BE WANTED. THEY MUST
BE ACCEPTED. THEY MUST BE TREATED AS
EQUALS.

YET, UNEMPLOYMENT IS ONE OF THE MOST SEVERE PROBLEMS IN THE COUNTRY TODAY. NOT SO MUCH BECAUSE THREE, FOUR, OR FIVE PERCENT OF THE PEOPLE ARE OUT OF WORK, BUT BECAUSE THOSE THREE, FOUR, AND FIVE PERCENT OF THE PEOPLE JUST HAPPEN TO BE CONCENTRATED IN URBAN AREAS AND BECAUSE THESE PEOPLE, THE "DISADVANTAGED", LACK TRAINING AND SKILLS.

I WELCOME THE OPPORTUNITY TO SPEAK TO
YOU THIS MORNING. I AM CONFIDENT THAT
YOUR CONVENTION WILL BE A GREAT SUCCESS,
AND I EXTEND MY HEARTFELT BEST WISHES TO
EACH AND EVERYONE OF YOU.

THANK YOU VERY MUCH.

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I SUSPECT IT WAS A LITTLE EASIER FOR
THEM TO PUT THESE WORDS ON PAPER THAN IT IS
FOR US TO PUT THESE TENETS OF DEMOCRACY INTO
ACTION. BUT WE MUST. WE CAN DO NO LESS,
IF WE ARE TO CALL OURSELVES AMERICANS -- IF
WE ARE TO CALL THIS NATION FREE... IF WE ARE
TO BRING OUR CHILDREN UP IN A WORLD OF PEACE..
..WE MUST DO THESE THINGS.

THESE ARE PROBLEMS THAT WILL CONCERN
EACH AND EVERY ONE OF US IN THE DAYS, MONTHS,
AND YEARS TO COME.

NEARLY TWO HUNDRED YEARS AGO, THE
FOUNDING FATHERS OF THIS NATION GUARANTEED
THESE RIGHTS TO THE CITIZENS OF THIS GREAT
"MELTING POT."

NO, WE WILL BE ENJOYING OUR HOT DOGS
AND BEER AND OUR PEANUTS AND POPCORN.

BUT, WHEN THE WORLD SERIES IS OVER, AND
THE BATS AND BALLS ARE PUT AWAY FOR ANOTHER
SEASON, THIS NATION AND THIS WORLD WILL
STILL BE FACED WITH THE PROBLEMS OF EQUAL
OPPORTUNITY, HUMAN DIGNITY, AND THE
INALIENABLE RIGHTS OF MAN.

I DID NOT COME HERE TO PREACH A SERMON.
I, LIKE A NUMBER OF YOU, I VENTURE, WILL BE
AT FENWAY PARK THIS AFTERNOON UNDER THE RED,
WHITE AND BLUE BUNTING, AND OUR THOUGHTS OF
BOSTON AND ST. LOUIS WILL NOT BE CENTERED
ON ROXBURY OR EAST ST. LOUIS -- ONE OF THE
LARGEST GHETTOS OF THE MIDWEST.

IF WE CANNOT HOLD FORTH THE SAME TORCH,
THE SAME PROMISE AND PLEDGE, TO THE
DISADVANTAGED HERE IN OUR MIDST ALREADY, WE
WILL BE DENYING TO A GREAT PORTION OF OUR
OWN A RIGHT THAT IS LONG OVERDUE.

THE WORDS AT THE BASE OF OUR STATUE OF
LIBERTY IN NEW YORK HARBOR SAY..."GIVE ME
YOUR TIRED, YOUR POOR, YOUR HUMBLE MASSES
YEARNING TO BE FREE."

AND FOR HUNDREDS OF THOUSANDS OF
IMMIGRANTS, THESE WORDS, OVER THE YEARS, HAVE
HELD TRUE MEANING AND TRUE PROMISE.

ORGANIZED LABOR CAN DO NO LESS THAN
AFFORD EQUAL OPPORTUNITY TO EVERY MAN WHO IS
TRYING TO EARN A LIVING AND PROVIDE FOR
HIMSELF AND HIS FAMILY.

IT IS TO YOUR BEST ADVANTAGE TO DO THIS,
AND IT WILL BE TO THE NATION'S GREATEST
DETRIMENT IF WE DO NOT.

WE HAVE GREAT DIGNITY FOR WHITE COLLAR WORKERS. WE HAVE STATUS AND POSITION AND LEISURE TIME FOR BLUE COLLAR WORKERS. IN FACT, A HOD CARRIER CAN BECOME GOVERNOR IF HE WORKS AT IT. BUT, WE STILL NEED TO TAKE "GIANT STEPS" TO ACHIEVE DIGNITY FOR THE MAN WHO HAS BEEN JUDGED NOT BY THE COLOR OF HIS COLLAR, BUT BY THE COLOR OF HIS SKIN.

THEY MUST BE MADE TO FEEL THEY ARE A PART OF THE COMMUNITY -- THAT AMERICA IS THEIR COUNTRY -- AND THAT SOMEONE CARES ABOUT THEIR WELL-BEING.

THE AFL-CIO HAS LONG STOOD FOR, HAS LONG FOUGHT FOR, THE DIGNITY OF THE COMMON MAN. WELL, GENTLEMEN, I SUBMIT TO YOU TODAY THAT YOUR EFFORT MUST BE DOUBLED AND RE-DOUBLED.

TUESDAY -- 11:35 a. m.

ROCCO ALBERTO

Our first speaker at this Tenth Convention of our Council will address us as the head of one of the most important Departments of our State Government -- that is, as far as the delegates to this convention are concerned.

This man -- coming as he did from one of the most vital segments of the trade union movement, the building trades -- was well qualified for the job he undertook several years ago -- and he has served the interests of the working men and women of this state in a manner that is beyond reproach.

I am happy to present him as my friend -- and as your friend -- the Massachusetts Commissioner of Labor and Industries, Brother Rocco Alberto.

TUESDAY -- 2:30 p. m.

FRANKLIN J. MURPHY

Last year, on the first day of our convention, those of you who were here heard a stirring address by former Regional Director Hugh Thompson, announcing his retirement and giving sound advice to the younger element in the labor movement. Our first speaker this afternoon is the man who succeeded Hugh Thompson in the important and difficult job of directing the fortunes of the AFL-CIO throughout the New England Region -- a man whose qualifications for taking over this great responsibility had long been established -- for the man you are about to hear not only served as Assistant Director since the merger in 1958 but had previously borne the full burden of responsibility in a similar post under the former American Federation of Labor.

It is a great pleasure for me to present to you as our next speaker -- a man who is well known to most of you -- the New England Regional Director for the AFL-CIO -- Brother Franklin J. Murphy.

TUESDAY -- 2:45 p. m.

PROF. BEN B. SELIGMAN

For many years, organized labor in Massachusetts had realized that -- because of the ever-increasing complexity of modern society -- there was a great need for a central source of vital data and statistics . . . from which labor officials could draw accurate information to prepare themselves to deal with problems for which they are expected to help find solutions.

It was to satisfy this need that our Department of Education and Research opened talks with the faculty of the University of Massachusetts about setting up a labor relations and research center at the University. When the plan for such a center had been worked out, it won approval from the Legislature and the money to set it up was appropriated. It is now a reality -- and it has been operating for a few years.

To bring us up to date on the Center and its purpose -- on the work it has been doing -- and on its plans for the future -- I present to you as our next speaker, the man who was appointed to direct the work of the Center Professor Ben B. Seligman, Director of the Labor Relations and Research Center of the University of Massachusetts.

TUESDAY -- 3:00 p. m.

SPEAKER JOHN F. X. DAVOREN

Our next speaker is a man who has repeatedly shown his interest in -- and his concern for -- the working men and women of our State. He has been our friend -- and he has at all times displayed a close relationship with organized labor.

I remember a few years ago -- he postponed acceptance of a citation for which he had worked hard -- so that he could honor our request for him to address one of our labor institutes out in Amherst, at the University of Massachusetts.

It is a distinct pleasure for me to present him to you as our next speaker -- the Speaker of the Massachusetts House of Representatives, the Honorable John F. X. Davoren.

TUESDAY -- 3:30 p. m.

THOMAS POLICASTRO

some years ago, the officers of Labor Councils of the six New England states got together for the purpose of discussing issues and problems that were of concern -- not only in their respective states -- but in the entire New England region -- problems of transportation and of public power, for example --. As a result of this first get-together, the New England AFL-CIO Council came into being for the purpose of bringing the officials of the six New England state labor councils together periodically for further discussion of these issues and problems and to weld organized labor throughout New England into a solid block to work for legislation that will benefit the entire region.

It is in his capacity as the president of the New England AFL-CIO Council that I present our next speaker -- a man who has presided at many conventions such as this -- the president of the Rhode Island State Labor Council, Brother Thomas Policastro.

TUESDAY -- 3:45 p. m.

MICHAEL HARRINGTON

Perhaps one of the most disheartening aspects of the major problems America faces today is that of inadequate housing -- especially as it affects low- and middle-income families. Not only in the slums and ghettos of our larger cities -- where the existence of run-down and disease-breeding buildings has been begging for correction for so many years -- does the problem exist, but the rapid pace of urban renewal throughout the country, which tears down decent homes and displaces hundreds of thousands of people each year, has added a new dimension to the problem.

Our next speaker is a man who remained close to the problem of housing throughout his career as a labor official in the building trades. I present him to you now as a member of the Division of Housing in the Commonwealth of Massachusetts -- Brother Michael Harrington.

WEDNESDAY -- 10:00 a. m.

RABBI JOSEPH S. SHUBOW

To give the invocation this morning -- and to address a few words to the delegates -- we have an old friend who has never let us down -- not only in accepting invitations to these conventions -- but whenever we needed his counsel and assistance in meeting vital issues affecting working men and women -- Rabbi Joseph S. Shubow of the Temple B'nai Moshe.

WEDNESDAY -- 10:30 a. m.

GOVERNOR JOHN A. VOLPE

We are honored today by the presence here of our next speaker. Although we have at times disagreed with on vital issues, we know this -- that he is without question a true friend of labor -- that he has carried out his pledge to our last convention, that he would "never forget the hundreds of thousands of our citizens who are proud to be members of organized labor.

To administer the affairs of an industrial state such as Massachusetts successfully is a task that demands qualifications and abilities that few men possess. The success of his administration is attested to by the manner in which Massachusetts has withstood the pressures of our time -- the manner in which she has met the crises which have created so much havoc and so much uncontrolled violence in other states -- the manner in which our state has continued to expand both industrially and economically.

It is a great honor for me to present to you as our next speaker, the Chief Executive of the Commonwealth of Massachusetts, His Honor, Governor John A. Volpe.

WEDNESDAY -- 11:00 a. m.

KENNETH J. KELLEY

Our next speaker needs no introduction to the delegates here. His name recalls many of the past legislative gains made by organized labor in Massachusetts -- as well as many of the critical battles fought by organized labor over vital issues.

The abilities he displayed in his work as a leading official ~~for~~ many years in the old Federation of Labor and in the first years of the merger won him the recognition that placed him in the in the important job he now holds. Never in the history of the world has a more massive effort been made to narrow the gap between American standards and those that exist in so many backward areas of the world.

It is to this effort that our next speaker devotes his time -- and it is a great pleasure for me to introduce him to you now -- an old friend of ours -- now Deputy Director of Labor Affairs in the Agency for International Development, Brother Ken Kelley.

WEDNESDAY -- 11:50

SOL C. CHAIKIN

Our next speaker has an important message for all of us. His union is one of the oldest -- and one of the most active and progressive in the entire labor movement. It is to the leadership of his union over the years that we owe the elimination of the sweatshops that once existed in the whole of the garment industry.

It is my pleasure to present to you as our next speaker, the Associate Director of the Northeast Department of the International Ladies Garment Workers Union, Brother Sol Chaikin.

WEDNESDAY -- 3:00 p. m.

ALEXANDER BARKAN

Our next speaker is a man whose words are important to us at all times -- any month of any year -- because his work is to build up the political strength of organized labor -- and to make the labor vote in America a powerful instrument for progress in all areas affecting the working men and women of this great country.

Today he will be competing for your attention with the biggest attraction Boston has produced in 21 years -- but, having heard him before, I feel sure that he is capable of meeting that competition.

I am pleased to present to you as our next speaker, our National AFL-CIO COPE Director, Brother Al Barkan.

WEDNESDAY -- 3:30 p. m.

J. WILLIAM BELANGER

Our next speaker is a man whose voice was heard from this rostrum for many years -- so I am sure that I could not tell you anything about him that you do not already know.

However, the work he is doing now is very important to all of us. Although we have been fortunate in recent years -- and have been able to keep unemployment at a low level -- the problem is still with us. And workers without jobs are our concern -- and they must be looked after.

I am pleased to present to you at this time the Director of the Massachusetts Division of Employment Security, Brother Bill Belanger.

THURSDAY -- 10:00 a. m.

REV. GEORGE O. EKWALL

To give the invocation this morning we have Reverend George O. Ekwall,
Archdeacon of the Episcopal Diocese of Massachusetts.

WEDNESDAY -- 10:30 a. m.

SENATOR EDWARD M. KENNEDY

Our next speaker is a young man whose very name has become synonymous with progress in America. Ever since the people of Massachusetts entrusted him to speak for them in highest legislative chamber in the land -- he has not yet failed to uphold their trust and to prove himself worthy of the confidence they place in him.

Organized labor, I am sure, will never find him wanting on any vital issues that affects working men and women in Massachusetts or anywhere else in the nation.

He is a young man who, in this atomic age, looks at tomorrow with a clearer vision than many who are older than him -- many who have lived longer than he has -- and let me say this -- the young people of today, who face greater challenges than any generation has ever faced before in the history of the entire world -- will do well to place their trust in men of vision such as our next speaker.

It is a great honor for me to present this young man whom the whole country loves -- the Senior United States Senator from Massachusetts, the Honorable Edward M. Kennedy.

THURSDAY -- 11:00 a. m.

JOSEPH SALERNO

I might say of our next speaker that he is an elder statesman of the labor movement -- but I'm not sure that this would be translated right -- because our next speaker actually has the same vigor of movement, the same power in his voice, and the same eloquence in delivery that he had more than thrity-five years ago.

I call him a statesman because -- the many honors that have been bestowed on him throughout his labor career indicate his strong leaning toward the field of education -- and a profound understanding of the great need for it -- not only the kind of education one gets out of schools and colleges -- but the kind that one gets from observation and through the experience of living.

I am proud to present to you a leader among leaders -- my friend and your friend -- a great Vice President of the Amalgamated Clothings Workers of America, Brother Jos Salerno.

THURSDAY --3:00 p. m.

Presentation to THOMAS BOWE

As you know, one of the most important labor laws ever enacted was the Workmen's Compensation Act. Organized labor, year after year, files bills with the General Court to improve this law -- which covers and protects workers who are injured on their jobs.

We have come a long way since this law was first enacted in injecting some degree of justice in this important statute -- but every improvement we have won has been in spite of the concentrated opposition of those who employ workers.

The law being -- as it is -- not perfect, the first recourse of an injured workers when an employer questions his claim, is to appeal to the Industrial Accident Board. Whether his claim at this point is processed with justice depends on the character of of the members of the Board.

The man we are about to honor is a man who has recently retired from the Board -- and a man who, throughout the many years he served, never once processed a case without applying full justice for the worker involved.

It is a privilege for me to present to Thomas Bowe, former member of the Industrial Accident Board, this token of appreciation from the members of organized labor in recognition of the work he did to give injured workers a full measure of justice.

THURSDAY -- 3:15

WILLIAM E. POLLARD

Civil rights problems in America go as far back as the American Revolution. They came to a head in the Civil War era -- but for nearly one hundred years after, they remained as a stigma on the face of the fastest growing democracy the world had ever known.

In the past few years, however, the conscience of the American people was awakened -- and through Supreme Court and Congressional action, steps began to be taken to eliminate racial injustice and cruel discrimination.

Events of the past few years, however, tell us that we have not yet solved the problems -- and that someone, somehow, will have to come up with better answers.

To speak to us today on this very vital issue, we have, as our next speaker, William E. Pollard, Staff Representative, Department of Civil Rights of the National AFL-CIO.

FRIDAY -- 11:00 a. m.

ROBERT WISEMAN

The strength and the prestige of the American labor movement have been built by unity of effort -- by people working with one another and for one another.

Two of the most effective tools used by organized labor in building its strength have been the boycott and the consistent drive to get our members to look for the union label in all of their purchases.

To speak on this very important aspect of labor's activities, I present to you Brother Robert Wiseman, Representative for the Union Label Department of the Amalgamated Clothing Workers of America.

FRIDAY -- 11:30 a. m.

JOSEPH TOBIN

Our next speaker represents a company that was originally set up solely to serve organized labor. Today, it stands proudly near the top of the list among insurance companies that underwrite pension and health and welfare plans negotiated by organized labor.

To tell you more about this company, we have as our next speaker Joseph Tobin, Vice President of the Union Labor Life Insurance Company.

FRIDAY -- 11:50 a. m.

FRANCIS COYLE

Organized labor, I believe, is the first and largest organization that works to ease the burden of the oppressed and the less fortunate.

To raise the living standards of the poor -- to bring adequate medical care to the sick -- and to improve the educational opportunities for our children -- has been the chief concern of labor since its inception.

For a number of years now -- we have been concentrating more and more in these efforts by working ~~through~~ through the various community services.

To speak on this subject, we have as our next speaker, Francis Coyle, Staff Representative for the AFL-CIO Community Services Activities.

OFFICIAL BALLOT

MASSACHUSETTS STATE LABOR COUNCIL AFL-CIO



Tenth Annual Convention

October 6, 1967

Per Capita Votes _____

Name of Delegate

Organization

Local No.

City or Town

PRESIDENT

Vote for 1

SALVATORE CAMELIO	
URW Local 25, Cambridge	

EXECUTIVE VICE-PRESIDENTS

Vote for 2

DANIEL MURRAY Steelworkers Local 3B25, Mansfield	
JOSEPH A. SULLIVAN Meat Cutters No. 2, Natick	

SECRETARY-TREASURER

Vote for 1

JAMES P. LOUGHLIN Hotel, Restaurant & Bartenders No. 95, Worcester	

VICE-PRESIDENTS—District 1

Vote for 2

VINCENT DI NUNNO Laborers Local 22, Boston	
THOMAS P. DONEGAN Bro. Railway Clerks Local 2028, Boston	
THOMAS J. RUSH Carmen's Union SB9, Boston	

VICE-PRESIDENTS—District 2

Vote for 2

JOHN J. BARRON Retail Clerks Local 224, Brockton	
DANIEL F. MADDEN UWUA Local 369, Boston	
ANTONIO SVIZZERO Shipbuilders No. 5, Quincy	

VICE-PRESIDENTS—District 3

Vote for 2

EDWARD McMAHON IUE No. 201, Lynn	
JOSEPH F. SWEENEY CWA Local No. 1365, North Andover	

VICE-PRESIDENTS—District 4

Vote for 2

JOSEPH D. McLAUGHLIN So. Middlesex Labor Council, Cambridge	
JAMES F. MULLONEY I.B.E.W. Local No. 1505, Waltham	

VICE-PRESIDENTS—District 5

Vote for 2

THOMAS BINNALL UFW No. 154, Gardner	
JAMES B. LAVIN Worcester Central Labor Council	

VICE-PRESIDENTS—District 6

Vote for 2

ALBERT F. LITANO IUE No. 255, Pittsfield	
JAMES McCARTHY Central Labor Council, Greenfield	

VICE-PRESIDENTS—District 7

Vote for 2

EDWARD C. BRUNELLE IUE Local No. 27B, Springfield	
BENNY SZARLAN IUE Local No. 2BB, Springfield	
EDWARD WALL Hotel, Rest. & Bartenders No. 116, Chicopee	

VICE-PRESIDENTS—District 8

Vote for 2

GEORGE CARIGNAN New Bedford Labor Council	
RALPH ROBERTS ILGWU Local No. 178, Fall River	

VICE-PRESIDENT-AT-LARGE
—Woman

Vote for 1

HELEN TAFE O'DONNELL Retail Clerks No. 711, Boston	

VICE-PRESIDENTS-AT-LARGE

Vote for 14

[illegible]

To Richard Cardinal Cushing

2181

The officers and members of the Massachusetts State Labor Council, AFL-CIO, respectfully and cordially invite you to give an invocation and to address the Tenth Annual Convention of the Council, which will be held in the Main Ballroom of the Hotel Bradford in Boston from Tuesday, October 3, through Friday, October 6, 1967.

Nowhere is any member of the American clergy held in higher esteem than your Eminence is by the members of organized labor in Massachusetts. The impact of your electrifying "I Belong Here" address to organized labor at a time when there was still an inordinate number of skeptics about the basic purposes of the labor movement is vividly remembered by all who realize the vital need for spiritual guidance and direction on the road to achievement of high objectives.

Today, with unreasoning hatred and misunderstanding far too rampant among men, the need for spiritual guidance has never been greater. We do hope that your Eminence will be able to accept this invitation and to honor us with your presence on the opening day of the Convention, Tuesday, October 3, at ~~10:00~~ a. m.

11:15 a. m.


We would appreciate an early reply from your Eminence. Thanking you for your consideration, I am

Respectfully and sincerely,

James P. Loughlin
Secretary-Treasurer



To Ambassador Arthur Goldberg, UN



The officers and members of the Massachusetts State Labor Council, AFL-CIO, cordially invite you to address the Tenth Annual Convention of the Council, which will be held in the Main Ballroom of the Hotel Bradford in Boston from Tuesday, October 3, through Friday, October 6, 1967.

Today, more than ever before, members of organized labor in America must be kept constantly aware of their interdependence with workers all over the world. They must not forget that the high standards they enjoy will remain in jeopardy as long as extremely low standards exist anywhere.

The workingman's interest in international affairs, however, cannot be confined to mere economic security. Labor's long standing desire for lasting peace throughout the world is today of more widespread interest than at any time in history -- and the United Nations is universally regarded as man's last hope for permanent world peace.

We sincerely hope that you will be able to accept this invitation to address our forthcoming Convention. We have scheduled your appearance on _____ at _____. This is, of course, subject to be changed at your request to meet your convenience.

Thanking you for your consideration, I am

Respectfully and sincerely, J.P.L. Sec-Tre a

To Senator Brooke

The officers and members of the Massachusetts State Labor Council, AFL-CIO, cordially invite you to address the Tenth Annual Convention of the Council, which will be held in the Main Ballroom of the Bradford Hotel in Boston from Tuesday, October 3, through Friday, October 6, 1967.

Needless to say, organized labor in Massachusetts has been keenly interested in your performance as their Junior member of the United States Senate. Let me assure you at this time that our members to date have found little to criticize but much to commend in that performance. You are today looked upon not only as a true friend of labor but as a representative of the people of Massachusetts deeply concerned about the welfare and the security of all the citizens of our state.

We hope that you will be able to attend our Convention and to address our delegates. We have scheduled your appearance for Wednesday Oct 4 at 12:00. If this should prove inconvenient, we will gladly rearrange our program to accomodate you.

We would appreciate an early reply. Thanking you for your consideration, I am

James P. Loughlin
Secretary-Treasurer

THE UNION NEWS

Official Publication of Local 255

International Union of Electrical, Radio and Machine Workers, AFL-CIO 109 Woodlawn Ave.

Vol. XI

Pittsfield, Mass., November 3, 1967

No. 4

Local 255 Members Candidates for Council Seats

Edward Dubiski, Councilman at Large, Pittsfield



Edward Dubiski was born in Pittsfield, attended Pittsfield High and St. Joseph's High Schools, also Pierce Business College in Phila., Pa. A past commander of the local Veterans of Foreign Wars, Post No. 44B, he was selected as an All-State Commander, for the past two years he has served as Commander of the 9th District, Berkshire County, and also on Council of Administration for the Dept. of Mass. Veterans of Foreign Wars. He is a past board of director of the Boys' Club Alumni and is still a member of the Alumni, he is also a member of the Polish Community Club, Elks Club, UCT, and International Union of Operating Engineers.

He served in the Navy five and one

half years in World War II and four years in the Korean War.

"My political ambitions stemmed from being a citizen and a concerned taxpayer of this city. One does not have to be a professional or businessman to want to represent his people or community but one of concern. Pittsfield's needs and problems are many, such as housing, water, roads, schools, teachers, transportation and industries.

"With the increase in taxes rising steadily, I am concerned of this burden, of the individual homeowners, businessmen large and small, also the family who rents. This is why I favor scattered and low income housing, to be built by private individual or business. I stand firmly against the city being a landlord.

"I have proposed a non-resident tax which would be used only to maintain and build better roads and streets. For the non-resident it would be a deduction for them on their federal and state taxes. I further propose a complete probe of every city department of their day by day operations. I further intend to make a vast study of our transportation problems.

"I give the voters a promise of true representation. I owe nothing to machine and power politics."

Vincent J. Pappas, Councilman at Large, North Adams



Vin Pappas is a candidate for a council-at-large seat in the City of North Adams. "Jim", as he is best known by his many friends in North Berkshire, was assured of a place on the November ballot when he finished number seven in a field of twenty candidates during the recent primary election.

"Jim" is a native of North Adams and a graduate of Drury High School. A World War II veteran and a past commander of American Legion Post

No. 125 in North Adams. He is divisional steward in our local union, a shop steward for eighteen years, and has been a member of the Grievance Board and Executive Board of Local 255, and the former chairman of the Local 255 Legislative Committee.

He also was a participant at the summer institute on Labor-Management relations conducted at Rutgers University and at the University of Massachusetts. He and his wife, the former Pauline Bazinet, reside at 26 Elder Avenue in North Adams and are members of St. Anthony's Church.

Conducting a very aggressive campaign, Jim is concerned over the "high taxes" and "that the present city council has lost contact with the people."

"I seek public office with an awareness that the present trend of consistently increased property tax is a burden that the taxpayer can no longer handle, and that the indifference to this situation displayed by the present city council should not be allowed to continue."

Edward D. Sottile, Councilman Ward 5, Pittsfield



Ed is a candidate for the Ward 5 council seat. In the primary election he was the top vote getter in a field of seven candidates. He is a native

of Pittsfield, and a graduate of St. Joseph's High School. A W.W. II war veteran, he was awarded the bronze star for valor in the European Theatre. Ed works in the Ordnance Department as a milling machine operator. He belongs to the VFW, ITAM Lodge, the GEAA and is a member of the GE Quarter Century Club. Ed is married to the former Bernice Weaver and they have three children and two grandchildren.

Calling the conditions of the streets in Ward 5 "deplorable", the candidate said that as a councilman he will "demand that the people of Ward 5 receive their fair share" of appropriations for drainage and street lighting, and that he would keep the taxpayer "first and foremost" in his thoughts.

A "Maiden" Speech

SHOCKED AT THE FIGHTING



A. B. Colwell

It was permissible to hope that the days of passing the "blame" may have been past, but the ignorance which some GE executives still preserve on the subject of labor relations remains discouraging. Men who consider themselves good executives and whose job it is to make policy in this important field, do not take the trouble to learn the simplest facts. They repeat the most absurd myths to one another until repetition has brought conviction. Then they act or demand that labor act as if the myths were solid truth.

Speaking at dedication ceremonies for GE's new materials laboratory, Robert W. Lewis, General Manager of Power Distr. Div. fired a broadside at the community and the GE employees, using the time-worn phrases of "irresponsible" and "taken for granted". Lewis displayed the self-righteous arrogance that is normally associated to a lower echelon executive. With an announcement that he was "new on the scene" and that his "concerns" grow from an impression that could be either "right or wrong" the general manager established the criteria for being "objective" in his remarks that were to follow. What Lewis said in effect, "I don't know what the hell I am talking about, but nevertheless". The top executive in Pittsfield was obviously handicapped by a lack of knowledge.

It was a little over a year ago during IUE-GE contract negotiations that union negotiators presented to GE, proposals for a broader arbitration clause aimed at reducing the possibility of strikes and walkouts arising out of management-labor disputes. These proposals were given the "thumbs down" treatment by GE with cries of "you are seeking a Garden of Eden." P. Moore (GE negotiator) replied to union negotiators, "If the GE employee does not agree with management decisions "You can Strike." Lewis neglected rather shabbily the possibility that GE in fact acted irresponsible. It is not reasonable for the company who forced the war to be shocked that now there is fighting. In his "maiden speech" Mr. Lewis showed the willingness to speak and fight for the GE what he lacks is the tolerance of that quality in others who stand and fight for what they believe to be right. He has the unhealthy fascination that a building expansion program in Pittsfield should serve as a means to obtain the conformity and servitude of the GE employee and the community at large.

The top executive wanted to convey an impression that he never wants anything but what is right and fair. But, in reading his remarks in the 'maiden' speech I would be fearful that when you come to settle what is right and fair that it would be everything that he wants and nothing that you want and that's his idea of compromise.

"One big Giant step backwards" was the "maiden" speech of Robert W. Lewis.

A. B. C.

LOCAL 255 MEMBER KILLED IN VIET NAM

The sympathy of our local goes out to Ray Jarvis, an employee and former Steward in P.T. Maintenance over the death of his son Edward C. Jarvis, as a result of wounds received in the Viet Nam conflict.

Army Pfc. Jarvis was also an employee of the Power Transformer Department prior to entering the service in October, 1966, and was a member of Local 255.

George A. Purnell, Councilman at Large, Pittsfield



George served one term as a councilman from Ward 2 and is seeking re-election as a councilman-at-large. If successful, this would be his fourth term at the at-large position. Among his council activities he is a member of the Finance, Public Works, Public Safety, Claims and License and Ordinance Rules Committees and is the Chairman of the Conservation Commission.

"Pittsfield must continue to grow if we are to survive. The revitalization of Pittsfield through Urban Renewal competition is our strong suit in the leveling off of taxes.

Total employment at GE and in the building trades has been wonderful to all people of Pittsfield. Let us hope that good conditions last. I promise full representation for all the citizens of Pittsfield if re-elected. Problems are always before the City Council. Money is usually the answer. I believe the City has come a long way in a short period.

To continue to progress we need the cooperation of the appointed, the elected, and the populace. Let us get on with the job."

George is a native of Pittsfield. A graduate of St. Joseph's High School and a World War II Veteran serving with the U.S. Navy Seabees. He is a charter member of IUE Local 255.

George served two terms on the Board of Trustees of the Local Union. He belongs to the American Legion, VFW, Deputy Sheriffs Association, the Stanley Club and G.E.A.A. He and his wife, the former Audrey J. Mallory, have one child, Robert, who is presently stationed with the Army at Fort Dix.

THE UNION NEWS

Official publication of Local 255, IUE-AFL-CIO
Office: 109 Woodlawn Avenue
Pittsfield, Mass. — Telephone 2-6996



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GEORGE V. DIPALAZZO
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Vol. XI	NOVEMBER 3, 1967	No. 4

BUSINESS AGENT'S REPORT

GEORGE V. DIPALAZZO

OPERATION 5,000

The membership drive started Oct. 1 and got off to a good start with 168 dues authorization cards sent to the Company by October 26. The drive will run until December 15 and special incentives have been authorized by the Executive Board along with the waiver of the back dues rule for previous members. The person signing up new members will receive one dollar for each one and a twenty-five dollar (\$25) donation will be given to the person signing up the most new members. A special drawing among the new members for the one to be designated number 5,000 will be held and a prize not determined yet for that new member. The signer of number 5,000 will receive a fifteen dollar (\$15) donation. All stewards are urged to contact new workers to brief them on the advantages of Union membership. Take a chance on a Christmas bonus by being a signer or a joiner.

MASSACHUSETTS LOCALS MEET ON 1968 HOLIDAY PAY

I.U.E. District 2 headquarters in Boston was the scene of the latest meeting of the Massachusetts I.U.E. and A.F.T.E. locals called by the IUE-GE Conference Board Chairman John Callahan to exchange information on the dispute with the G.E. over the additional paid holiday next year.

GE has rejected the requests of IUE Locals 201 (Lynn) and 254 (Pittsfield Salary) to have the day following Thanksgiving as the extra holiday. The Lynn management has offered a new proposal that Local 201 is now considering.

Our local has alerted Union Relations Manager A. G. Melikan on the Lynn situation but no formal meeting on the holiday for us has taken place yet. A vote of the membership will be taken when the situation in Lynn and Local 254 is more clear. Local 254 has processed a grievance and is processing it to New York Level because of the Company's rejection of their request.

Your local officers are in close contact with all developments on this vital issue and will keep the membership informed on future progress.

LOCAL WINS UPGRADING CASE

A few weeks ago Local 255 received the decision of Arbitrator Sidney L. Cahn in a grievance involving GE's disregard for seniority in the upgrading of a group leader in the Power Transformer Test Section.

The question to be decided was whether the Company violated the contract in October, 1965 when the Company upgraded an employee with 194B service over two employees with 1941 and 1945 service.

Arbitrator Cahn concurred with the original ruling by Arbitrator Willard Wirtz (now Secretary of Labor) a number of years ago in which he said:

"The first step to be taken in applying this section is not a comparative determination of which employee is 'best qualified' but a determination of which employees are qualified to an extent which then warrants their consideration on a basis of comparative factors—, this step does not determine the ultimate issue."

"It is only a determination—of which employees 'possess the minimum requirements' for passable performance of the job—"

"Finally—it is to be noted that (this) section—requires consideration of the seniority of only those applicants—who meet the 'qualification test.' It would not be enough that—seniority was recognized and considered. Section 5 (c) (4) requires that it be taken into consideration as an 'important factor.'"

Arbitrator Cahn's decision said, "The totality of the evidence convinces me that as among the three men involved, and insofar as qualifications and ability are concerned, there is actually little, if any, difference, and, accordingly, the 'balance of choice (must) start on the side of the senior employee.' The Company's evidence failed to disclose good and sufficient reason for 'shifting that balance.'"

Arbitrator Cahn further stated that the Company violated the IUE-GE National Agreement and must pay a by-passed employee back pay retroactive to October 17, 1965. A rough estimate at this time shows that the employee in question will receive well over \$1,000.00 in back pay.

Present for the Union during the all-day arbitration hearing at the Holiday Inn, Lenox, Mass., on September 14, 1967 was Attorney Bertram Diamond of Stamford, Conn., Business Agent George V. DiPalazzo, President Albert F. Litano, Divisional Steward Louis Robesch and grievants Donald Beaudin and Fred Harford.

A meeting between the Union and Company representatives will be held soon to implement the arbitrator's award.

NEW MANAGER COMMENTS ON LOCAL SITUATION

Robert W. Lewis, General Manager of the Power Distribution Division made the following remarks at the dedication of the new laboratory on October 20.

"Since I am new (to Pittsfield and Massachusetts) and in a position to be

A Little Bit of Everything

Wall Street Journal reports that GE stresses its role in the fight against air pollution when recruiting college graduates for jobs in industry. A local union steward commented: "If GE is really interested in fighting air pollution, why don't they do something about certain foreman?"

A male Hippie is defined as one who has a hair cut like Tarzan, acts like Jayne, and smells like cheetah; he carries a sign that says "Make Love Not War", and he is not capable of either.

The Presidential election is a year away, but noticed a bumper sticker that reads, "Lyndons bridge is falling down" . . . A mattress ad in California's Glendale News-Press advises readers to "Prepare for those sweaty summer Knights . . . A little suggestion for the GE: in order to pep up the 25-year employee recognition dinner, a 300 minute cocktail period is advisable for a start . . . Sentenced to a jail term for slugging his girl friend, a McKessport, Pennsylvania man received permission from the judge to wed her on the spot before his removal to the calaboose. "After the ceremony," reported the Pittsburgh Press, "the couple spent a half hour in an anteroom on the third floor of the court house. Six deputies looked on."

Bad News for female patients from a recent issue of the Maryland State Medical Journal: "Urologist, gynecologists and other practitioners are being consulted more frequently today by patients with problems of sexual adjustment. Are we prepared to help any of these patients? I suspect that many of us aren't and those who are have tools that are of limited effectiveness. Nevertheless, we must use what we have . . ."

GE building a \$15-million plant at Hendersonville, Tenn., to produce motors ranging from 1 horsepower to 200 horsepower . . . Farmer **GE Boss** Ralph J. Cordiner has been notified that he owes Uncle Sam \$123,979 in back taxes. Among his disallowed deductions: \$2,932 for two dinners for GE executives and major customers . . .

According to Fred J. Borch, **GE President**, the GE is investing "millions" in tooling for the engine to be used in a supersonic jet transport, according to the Wall Street Journal, "General Electric has a contract under which the "Government" is paying 90% of the costs of the engines for the new transport." What Borch should be saying is that the GE is spending "Millions" of the taxpayers' dollars . . .

A recent survey showed that the nine out of ten doctors who preferred Camels have switched back to woman . . .

You can't judge the modern girl by her clothes. There isn't enough evidence . . .

The **Rat Control Bill** that recently received approval makes little sense to this writer, when one considers that in the final analysis, the ghetto still remains. It's like putting the cart before the horse . . .

This is not a "Great Society", this is a Sick Society" sounds like a **Republican** slogan, but **Peter Arlos**, Democratic(?) Chieftain in Pittsfield, made the remark at a recent School Committee forum . . .

With **GE sales** continuing to break all previous records, don't be surprised if the GE goes out of business — "Sales up—Profits down"—GE could be the first multimillion dollar Corporation who had to close their doors as a result of increased sales . . .

A.B.C.

relatively objective, I thought I would run the risk of voicing a few of those concerns and commenting on them very briefly.

"All of the concerns that I have grow out of the fact that I have gained the impression rightly or wrongly, that General Electric is taken for granted in the Pittsfield community — that there is no need for Pittsfield to be competitive with other cities in attempting to create a good business environment.

"What is the evidence? I think one measure is the number of work stoppages, 18, that we have had to date in 1967. There isn't time to go through the reasons cited by our employees for those 18 stoppages, but we believe them to be irresponsible and, in any event, they raise the question as to whether our employees as a group place a very high value on General Electric jobs."

On GE's attempt to close Peck's Bridge on Merrill Road he said:

"The furor which accompanied that request astonished me. The amount of time that top management people had to divert to arrive at a solution to the problem was really unbelievable, when you consider that it was necessitated by a \$30-million investment in the future of the Pittsfield plant and the Pittsfield community."

The Business Agent's reply was in the form of this letter:

Dear Mr. Lewis:

It is with dismay that I learned that your address at the new laboratory dedication included criticism of the employees who have worked hard for so many years to help make GE the leader in the electric industry. Although I regret having to become engaged in a public argument over your speech, as a representative of the workers you singled out for criticism I feel it is our Local's obligation to correct the misconception about us that you have left with the community.

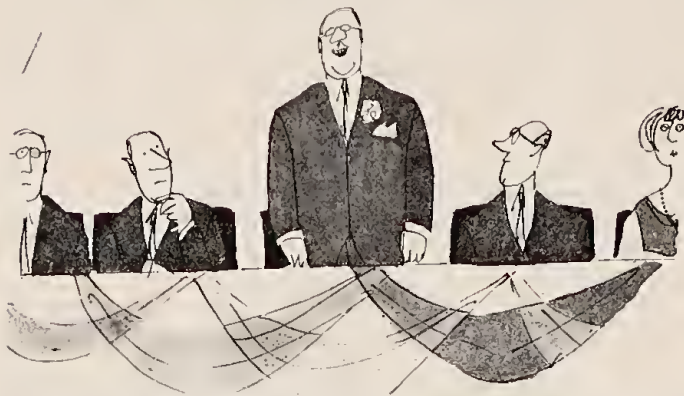
Your reference to the number of walkouts this year indicates that top GE executives have taken lightly the warnings last year from IUE President Paul Jennings that the failure of the Company to agree to a broader arbitration clause would lead to strikes and walkouts by frustrated employees. An investigation will show that behind every walkout there is an unresolved grievance. I am surprised that you brought up the Peck's Bridge fiasco because General Electric's activities there are nothing to be proud of. A review of the facts will disclose that GE was less than honest in requesting a temporary closing of the bridge, and was less than legal in placing additional railroad tracks across Merrill Road without permission.

Rather than continue this in detail, I would like to suggest that a meeting between the officers of Local 255 and you be held as soon as convenient. I realize that we cannot change the past but an exchange of views and information could help our future relationship. I hope that I may hear from you soon.

Sincerely,

(signed) George V. DiPalazzo,
Business Agent.

MOMENTS OF TRUTH



"I am now going to deliver a long and boring harangue, full of clichés and not containing a single worthwhile or original thought. That's what a Union Convention is for. And that's what you are going to get."

A DELEGATE'S CONVENTION REPORT

LET'S STOP WASTING MONEY

If the remarks that follow appear to be mainly an exercise in fault finding, it is not for lack of appreciation of the sacrifices and contributions made by predecessors, but in my opinion it is time for the union movement to sit down and evaluate many of our "accepted" practices, for I think that it is a serious, perhaps a fatal mistake to believe that a desirable future can be built on only the foundations and practices prepared in the past. Of all the institutions in our society none is so addicted as the labor movement to self-satisfaction and self-congratulation. That, needless to emphasize is a personal view, and probably not widely shared by others in the labor movement and I am quite sure that the criticisms and howls brought about as the result of my expressions will be long and loud for there are many who feel that dissent is welcome as long as it is irrelevant to the existing practices of the union, but I feel that an uncriticized union will not endure, and I am sufficiently disturbed to cast aside the usual restraints in favor of provoking discussion.

I have for some time expressed a questioning and challenging attitude to the "accepted" practice of our local union in sending delegates to conventions. My questioning brought disbelief when conversation with some delegates produced a complete unawareness on the part of the delegate as to what transpired at the convention that he recently attended. The most often applied thought that the delegate expresses, "We had a good time," to the question — "What was the business of the convention?" The reply invariably would be, "Ah, you know, the same old stuff."

It would be only reasonable to assume that if I was to confirm with any credibility my personal views of the value of such conventions that it would be necessary to be a delegate to what I had always felt to be a waste of money, time and energy, namely a union convention. I don't mean to imply that such gatherings were always unnecessary, but in recent years I think that there usefulness and value is highly questionable and I harbor no illusions that my views on this matter will change the thinking of those who are "Convention orientated".

In November, 1966 I attended an IUE district convention held in Boston, a two-day jaunt into a completely useless, non-motivating session. It was my first exposure to the self-satisfaction and self-congratulation that typifies some union leaders. A lack-lustre District President, Earl Riley presided over the session and Paul Jennings, IUE International President was the guest speaker. Minutes that easily seemed like hours saw Riley congratulate Jennings and then it was Jennings' turn to congratulate Riley. The level of discussion at this meeting would not tax the imagination of a horseshoe crab. I'm sure that the defenders of Riley or as I would like to say, the apologists for Riley, will cite his numerous plaques and citations and titles; but I'm not impressed. When I expressed the opinion that such a meeting was sheer waste, a fellow delegate commented, "If you think this is bad, you should go to the State AFL-CIO convention." His remark whetted my appetite.

October, 1967, this past month I attended the AFL-CIO state convention. This is a week long escapade. For the lack of a better or worse term it can be referred to as organized disorganization. Even Nasser was better organized in his fiasco against Israel. This is supposed to be a display of unity. It would have fooled even the most liberal observer. This is where 1,200 unionists register as delegates and possibly two or three hundred ever attend the business session. The remainder? Like the delegate said, "We had a good time."

This is where the previously mentioned lack-lustre Earl Riley presented for convention approval two resolutions. One citing the managerial abilities of Dick Williams of the Go, Go Red Sox and another resolution in favor of building a sports coliseum (in Boston, of course). Riley was certainly tuned in to the assembled, for this was World Series week in Boston. Union business? Who cares?

The State AFL-CIO convention is the time when labor leaders sit on the stage and enjoy the praises heaped upon them by the distinguished dignitaries that have been invited to speak to the laboring men and women of the "Great" commonwealth. Politicians by the carload have their turn at the rostrum and they all churn out the old and sometimes new phrases that should mean something to labor. Phrases like, "revolutionary zeal", "finest hour of

One and the same "Go For Improvement--- "COST EFFECTIVENESS METHODS"

"Go for Improvement" — the slogan is different but the meaning is "Cost effectiveness." Vice Admiral Hyman G. Rickover of the Naval Ships System Command, before a House Appropriations sub-committee delivered sharp criticisms of the cost-effectiveness methods of management.

The admiral explained his opposition to cost effectiveness methods in philosophical terms:

"On a cost-effectiveness basis the colonists would not have revolted against King George III, nor would John Paul Jones have engaged the Serapis with the Bonhomme Richard, an inferior ship. The Greeks at Thermopylae and at Salamis would not have stood up to the Persians had they had cost-effectiveness people to advise them, or had these cost-effectiveness people been in charge. Computer logic would have advised the British to make terms with Hitler in 1940, a course that would have been disastrous to all English-speaking peoples . . .

One of these days we will have everyone so indoctrinated in cost-effectiveness analyses that a corporal will make a cost-effectiveness analysis before he orders a squad to attack the enemy. War is not quantifiable; war is not logical.

"Cost effectiveness suffers from a philosophical weakness. It holds that one factor — the economic — is fundamental, that all other factors — the social, cultural, and political — are derivative. This is a fallacy known to students of philosophy as the fallacy of reductionism: It reduces the complexity of reality to one of its elements, and offers that one as sufficient reason for the whole . . .

"Our society is threatened by any man who knows method but not meaning, technique but not principle — any man who tries to operate in a professional field in which he is unqualified, any man who depreciates wisdom, experience, and intuition.

"I am convinced that the cost-effectiveness syndrome is not going to last forever. Realities will inevitably intrude themselves. Many 'isms' have lasted in this world for periods of time, but finally man outgrows them and absorbs their good features.

"At one time the pagan gods ruled the world. Later the kings. Then the warriors, followed by the lawyers. Now it is cost accountants. Ultimately some measure of common sense comes into play. Events tame them and relegate them to their proper place."

progress", "this great convention", "Grand alliance—Labor and Government", "the great melting pot".—Union business?—Who cares!

With complete boredom I listened and they went on and on and on and then it was Gov. Volpe's turn and with a shocked expression I turned to the delegate next to me and inquired if I had heard correctly.

"That's what he said," came his reply. State AFL-CIO President Salvatore Camelio had just introduced Governor Volpe and presented Volpe as a "true friend of labor." How times change. At the conclusion of "true friend of labor", Volpe's remarks, the Governor, in a show of togetherness, initiated Mr. Camelio into the Paul Revere Raiders or something or another. At this point I am sure that Camelio considered the convention to be a complete success.

It is not my intent in writing my views on union conventions to dwell on personalities, but they do provide the "unnecessary" background for the convention. It would be unfair to say that each and every speaker was as the caption of the "moments of truth" cartoon depicted. There were two speakers at the State Convention who spoke, not because they had to say something, but because they had something to say. Sol C. (Chick) Chaikin, Director of the ILGWU-AFL-CIO and Joseph Salerno, a Regional Director of the Amalgamated Clothing Workers of America, were the speakers who had something to say. Mr. Chaikin opened his remarks with the question "Why do we do this?" (referring to a union convention) and he cited the three reasons that he believed a union convention was held for: "The opportunity to get away" — "make a few bucks" (expense money) — "and have a good time". He then proceeded to give verbal hell to Governor Volpe. I'm more than inclined to agree with Mr. Chaikin as my writings today will testify. It was interesting to note that Chaikin's remarks were greeted with loud applause. Mr. Salerno spoke on Vietnam and the relationship of this war to labor and domestic needs in the U.S. Interesting, articulate and a man who had the guts to speak out against the AFL-CIO policy in regard to Vietnam. Mr. Salerno was reminded by a delegate that his preachings were directly opposite to those of George Meany, AFL-CIO President; but I was more than amused when another delegate made the statement, "to hell with George Meany."

I did not agree with Salerno's remarks in their entirety, but I feel that he was a man to be admired for the courage to speak out objectively on an emotional issue and not to play the game of "follow the leader".

Aside from Chaikin and Salerno, this was a week of high sounding resolves, resolutions and the repeating of the basic principles of unionism. This was a week where two or three hundred had the endurance to sit through the boring harangue and on the night of the convention banquet (roast beef, entertainment, etc.) well over one thousand found the time to be there. This was the week for waving the banners and beating the drums, but I am convinced that to carry on in this manner we could find the union movement in the rubbish heap of dragged banners and burst drums.

I am of the strong opinion that "union business" can and should be conducted in the surroundings and atmosphere more conducive to getting the job done.

My observations lead me to believe that conventions as they are presently managed are a complete waste. The union movement is now past middle-age. It can no longer act as in the years of its riotous youth. Its best decades may lie ahead; and its most useful work is still to be done. But first we must restore it to full health and to do that we must stop farcing it with conventions that make our business an unseemly joke, stop betraying it with "accepted" practices based on the theory that "We have been doing it for years, why change now?" We must prove that none of the nonsense which has lately soiled it is an essential part of the union movement.

Arthur B. Colwell

INDUSTRY'S "PEEPING TOM" TV AN AFFRONT TO WORKERS' DIGNITY

The following article, "TV—Peeping Tom of Industry?" appeared in the August 31 issue of the IUE News.

"IN A HOUSTON JAIL, several television cameras are mounted in front of cell blocks in which the most troublesome prisoners are housed. Cameras are set up in full view of the prisoners. In a nearby viewing room, one guard watches a monitor and stands ready to sound an alarm if prisoners begin to create a disturbance. Prison officials report that simply because the cameras are always 'on guard', there has been a significant reduction in disturbances."

This paragraph appeared in an article, "Can Your Company Use Closed Circuit Television?" in the September 1964 issue of Business Management magazine. Because "your company" probably doesn't run a city jail, the connection may be where the same article talks about the use of closed-circuit TV (CCTV) for plant security. At IBM's Endicott, N.Y., research and development facilities, CCTV is used to prevent stealing of secrets.

"In addition to strengthening security, says the article, 'the presence of the cameras (boldly mounted in open and visible places) serves to make company employees more conscious of the confidential nature of their work.'"

The interrelation of management gain by transmission of production data on CCTV and possible worker loss via speed-up and subcontracting is illustrated in the June 1962 Factory magazine article, "Plant-wide TV System Keeps Eye on Production," concerning Hughes Aircraft Co., El Segundo, Calif. Says this article:

"Each monitoring station, by simply pressing a button, can get the machine load story. The scheduling department televises an endless rotating record of all machines on a plant-designed data presentation table. When there's a change, the operator immediately inserts the correction on the record with a grease pencil.

"Shop supervisors use these data to estimate production and delivery date of parts they will need. If production is too slow, they can ask for a speedup.

"If any machine or group of machines is over or under load, production and engineering supervisors can shift the work load within plant or contract some of the work outside . . ."

CCTV is used for security against theft and occupational hazard, for

making possible remote control of what otherwise would be hazardous or awkward work, for legitimate maximizing of efficiency. It also helps management snoop on workers, facilitates speedups and the timing of sub-contracting, and — along with other snooping devices — tends to convert the worker's sale of time and ability to produce into a sale of dignity. How much dignity does a woman worker have, on the foreman's TV screen, as she adjusts a garter?

At GM's Delco Radio, Kokomo, Ind., a few years ago, UAW said, workers could be watched over CCTV and overheard on intercom speaker-receivers at various points.

AN EXTREME CASE was reported in 1963, when the Communications Workers found a wide-angle lens camera attached to cabling in a telephone company building in New York. The camera was "focused for a direct side view of the urinals," CWA reported. AT&T wanted to identify the person who have been scribbling obscenities on the toilet wall.

IUE has had its share of such snooping. In one case, union pressure helped persuade GE management to remove TV cameras mounted so the entire large motor generator fabrication shop could be watched at Schenectady.

A landmark victory was won at Electronic Instrument Co., Inc., Flushing, N.Y., in a magnificent decision by arbitrator Hubert T. Delany in 1965. EICO management installed TV cameras so the plant manager could watch the 95 IUE production workers.

Delany called this "a management action which does affect the working conditions of the employees and in fact imposes an appreciable and intolerable burden on them" in violation of the contract clause barring removal of beneficial conditions without good cause.

"The device," said Delany, "has such an inhibiting effect as to prevent the employees from performing their work with confidence and ease. Every employee has occasion to pause in the course of his work, to take a 'breather,' to scratch his head, to yawn, or otherwise be himself without affecting his work. An employee, with reason, would hesitate . . . to so behave, if his every action is being recorded on TV.

"To have workers constantly televised is, to me, reminiscent of the era depicted by Charlie Chaplin in 'Modern Times,' and constitutes . . . an affront to the dignity of man. I had hoped we had long passed that period in labor relations."



AUTOMOTIVE

WESTINGHOUSE'S MARKETTE TESTS ELECTRIC CAR MARKET

The Second Age of the electric automobile — if there's going to be one — may be dated from this fall, when Westinghouse's Markette is scheduled to make its debut.

The two-passenger car is now in production at the company's Marketeer plant in Redlands, Calif., where the company's line of electric golf carts are manufactured. Power comes from a dozen six-volt lead-acid batteries.

The first few hundred will go to community-development research experts to explore their use in fleets for in-town travel. Next year's production of 25,000 to 50,000 will go on the market through Westinghouse Marketeer dealers at something under \$2,000.

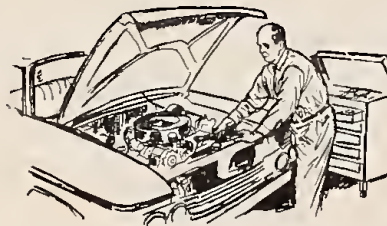
With its 50-mile range and top speed of 25 mph, the Markette seems to offer no immediate threat to Detroit, but the big auto makers are

ready to pump out their own electrics if it turns out that people want to buy them.

General Electric is keeping a "highly advanced and realistic" electric car under wraps, according to Ralph Nader, the auto industry's gadfly. He says it can hit 80 mph, has a range of 200 miles and can be recharged in eight minutes. GE is sitting on its hands, Nader charges, to please the auto and petroleum industries.

Ford's electric Comuta, built in Britain, without much apparent enthusiasm, has been sent to Detroit for another year's intensive development. Ford reportedly hopes to double its top speed—now 42 mph—and to multiply its 40-mile range tenfold by using sodium-sulphur batteries.

A New Jersey firm, Bogue Electric Mfg. Co., drawing on its experience building Navy torpedo power plants, says it has solved the problem of electric-car power systems. Bogue is



mysterious about which company it's working for, but claims its car powered by silver-zinc batteries, will zip along at 70 mph.

Overseas. An English firm, Carter Engineering, last week unveiled a plastic electric car that it plans to market next March at \$900. Now comparable to the Markette, though faster, Carter says new zinc-air batteries will give its car a 200-mile range within three years. Production of its plastic body is so simple, Carter says, that four semi-skilled men using \$3,000 worth of equipment can turn one out every 15 minutes.

Short range and low speed — the faults that killed off electric cars 40 years ago — haven't been licked yet. But dozens of companies, encouraged by the government's search for air-pollution solutions, are at work on them. They're watching with bated breath to find out if there's a market for the Markette.



Smile Awhile

The husband had arrived home unexpectedly, and now stared suspiciously at a cigar smoldering in an ashtray. "Where did that cigar come from?" he thundered, as his wife cowered in their bed.

There was a pregnant pause, then from the closet a shaky masculine voice answered, "Cuba!"

* * *

"Though there are two dozen houses of ill fame in our town," said the candidate for mayor to his attentive audience at the political rally, "I have never gone to one of them!"

From the back of the crowd a heckler called out, "Which one?!"

* * *

A pair of intoxicated pals were seated in their favorite bar imbibing their favorite libation.

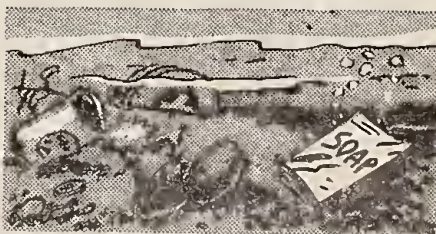
"I think I'll have a bite to eat," said the first inebriated fellow. Whereupon, he plucked the olive from his martini and ate it.

"Ah," said his sozzled companion, "that calls for an after-dinner drink!"

* * *

The wealthy Frenchman's beautiful wife had died, and while the husband stoically controlled his grief throughout the funeral proceedings, the wife's lover sobbed loudly and made an open display of his loss. The husband observed this demonstration patiently and then, when the services were over, walked over to the younger man, put his arms around him, and said sympathetically, "Don't be so upset, mon ami, I plan to marry again."

Union Sportsman



JOINT DRIVE TO CHECK POLLUTION OF RIVERS, LAKES

The federal government and the soap and detergent industry are banding together to do something about eutrophication.

Before you run for your dictionary, eutrophication is the overfertilization of streams and lakes. It comes from pouring nutrients, principally phosphates, a common element in municipal sewage, agricultural fertilizers, detergents and industrial discharges into the water.

As man's activities add more nutri-

ents, aquatic plants such as algae increase and die. Organic deposits pile up on the bottom and the lake or stream becomes smaller, shallower, and warmer. As organic decay depletes the oxygen, fish life dies off. In time the lake becomes a marsh and eventually disappears.

In an effort to set up a research program, Secretary of the Interior Stewart L. Udall and E. Scott Pattison, president of the Soap and Detergent Association, have named a 13-man task force. It is composed of Interior Department representatives, plus every segment of the detergent industry and its suppliers, including major

phosphate producers and large chemical companies.

Just as important is the drive to check increasing pollution of our coastal waters and physical damage to estuaries, tidelands, rivers, lagoons, bays and sounds along both our coasts. Because we are not practicing conservation there, we face serious depletion of fish resources if something isn't done soon.

That is the finding in a special study just released by the American Littoral Society of Highlands, N.J. The study was funded by the American Conservation Association.

Yet 45,000 acres of wetlands were destroyed along our North Atlantic Coast from 1955 to 1964. In the last five of those years, 34 per cent were filled for housing developments, 15 per cent for parks, beaches and marinas, 10 per cent for bridges, roads, parking lots and airports, 7 per cent for industrial sites, 6 per cent for garbage dumps and 1 per cent for other uses.

Isn't it time to think it over?

UNION SHOP •

